



भारत का राजपत्र

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No. 40]

NEW DELHI, SATURDAY, OCTOBER 4, 1969/ASVINA 12, 1891

इस भाग में मिन्न पृष्ठ संख्या दी जाती है जिससे कि यह प्रलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

भाग II—खण्ड 3—उपखण्ड (ii)

PART II—Section 3—Sub-section (ii)

(रक्षा भंगालय को छोड़कर) भारत सरकार के मंत्रालयों और (संघ क्षेत्र प्रशासन को छोड़कर) केन्द्रीय प्राविकारणी द्वारा जारी किये गये विविध प्रावेश और अधिकृतनाएं

Statutory orders and notifications issued by the Ministries of the Government of India (other than the Ministry of Defence) and by Central Authorities (other than the Administration of Union Territories).

CENTRAL BOARD OF DIRECT TAXES

INCOME-TAX

New Delhi, the 27th May 1969

S. O. 3984—In exercise of the powers conferred by sub-section (1) of Section 122 of the Income-tax Act, 1961 (43 of 1961) and of all other powers enabling it in that behalf and in supersession of all previous notifications in this regard, the Central Board of Direct Taxes, hereby directs that the Appellate Assistant Commissioners of Income-tax of the Ranges specified in Column 1 of the Schedule below shall perform their functions in respect of all persons and incomes assessed to Income tax or Super-tax in the Income-tax Circles, Wards and Districts, specified in the corresponding entry in column 2 thereof.

SCHEDULE

Range	Income-tax Wards/Circles and Districts
(1)	(2)
A-Range, Bombay	Company Circle II and Film Circle.
B-Range, Bombay	Company Circle I.

1

2

C-Range, Bombay	Non-residents Refund Circle, A-IV Ward, Evacuee Circle I, Foreign Section, Bombay Circle, and Special Inv. Branch I to III.
D-Range, Bombay	Evacuee Circle II and Company Circle IV(I) to IV(9).
E-Range, Bombay	D-I and A-I, Wards.
F-Range, Bombay	B-II and D-II Wards.
G-Range, Bombay	B-I Ward and 1st, 2nd and 3rd I.T.Os., Charges of Bombay Suburban Dist. (West).
H-Range, Bombay	Bombay Suburban District (West) except 1st, 2nd and 3rd I.T.Os., charges.
I-Range, Bombay	G-IV Ward.
J-Range, Bombay	Company Circle III(1), III(2), III(3), III(4), III (5), III (6) and III(7)
K-Range, Bombay	A-II, A-III Wards and Com. Cir. III(8), III(9), III(10), III(11) & III(12) I.T.Os., Charges.
L-Range, Bombay	B-III and C-I Wards.
M-Range, Bombay	Bombay Suburban District (East) and E-Ward.
N-Range, Bombay	G-III and A-V Wards.
P-Range, Bombay	Hundi Circle and Special Inv. Branch IV.
Q-Range, Bombay	G-Ward.
R-Range, Bombay	C-II Ward, Salaries Branch I, Salaries Branch II and Bombay Refund Circle.
S-Range, Bombay	Market Ward, X-Ward, Com. Cir. IV(10), IV(11), IV(12), IV(13), IV(14), IV(15), IV(16), Com. Cir. III(13), III(14), III(15) and Company Circle. V.

Where an Income-tax Circle, Ward or District or part thereof stands transferred by this Notification from one Range to another Range, appeals arising out of assessments made in that Income-tax Circle, Ward or District or part thereof and pending immediately before the date of this notification before the Appellate Assistant Commissioner of Range from whom that Income-tax Circle, Ward or District or part thereof is transferred shall from the date this notification shall take effect be transferred to and dealt with by the Appellate Assistant Commissioner of the Range to whom the said Circle, Ward or District or part thereof is transferred.

This Notification shall take effect from the 2nd June, 1969.

Explanatory Note

The amendments have become necessary on account of reorganisation of AAC's Ranges (The above note does not form a part of the notification but is intended to be merely clarificatory).

[No. 57 (F. No. 50/38/69-ITJ).]

New Delhi, the 7th June, 1969

S. O. 3985.—In exercise of the powers conferred by sub-section (1) of section 122 of the Income-tax Act, 1961 (43 of 1961) and of all other powers enabling it in that behalf, and in supersession of all the previous notifications in this regard, the Central Board of Direct Taxes hereby directs that the Appellate Assistant Commissioners of Income-tax of the Ranges specified in column 2 of the Schedule below shall perform their functions in respect of all persons and incomes assessed to Income-tax or Super-tax in the Income-tax Circles, Wards or District specified in the corresponding entry in column 3 thereof.

SCHEDULE

Sl. No.	Range	Income-tax Circles, Wards or Districts
1	2	3
1	Patna 'A'	<ul style="list-style-type: none"> (i) A, B, D, F & I Wards of Patna Circle, Patna. (ii) Ward (i) of Patna I, Patna. (iii) Ward (i) of Patna II, Patna. (iv) Ward (iii) of Patna I, Patna. (v) Ward (ii) of Patna II, Patna. (vi) Special Investigation Circle, Patna. (vii) Special Estate-Duty-Cum-I.T. Circle, Patna. (viii) Shahabad Circle, Arrah.
2	Patna 'B'	<ul style="list-style-type: none"> (i) C, E, G & H Wards of Patna Circle, Patna. (ii) Ward (ii) of Patna I, Patna. (iii) Ward (iii) of Patna II, Patna. (iv) Salary Circle, Patna. (v) Special Circle, Ward A & B, Patna. (vi) Gaya Circle, Gaya.
3	Muzaffarpur	<ul style="list-style-type: none"> (i) Muzaffarpur Circle, Muzaffarpur. (ii) Saran Circle, Chapra. (iii) Darbhanga Circle, Lahiriasarai. (iv) Champaran Circle, Motihari. (v) Begusarai Circle, Begusarai.
4	Bhagalpur	<ul style="list-style-type: none"> (i) Bhagalpur Circle, Bhagalpur. (ii) Santhal Pargana Circle, Deoghar. (iii) Purnea-Saharsa Circle, Purnea. (Excluding Baktiarpur Police Station of Revenue District of Saharsa). (iv) Monghyr Circle, Monghyr (Excluding Begusarai and Khagaria Sub-Divisions of Revenue District of Monghyr).
5	Ranchi	<ul style="list-style-type: none"> (i) Ranchi Circle, Ranchi. (ii) Special Circle, Ranchi. (iii) Salary Circle, Ranchi. (iv) Special Estate-Duty-Cum-I.T. Office, Ranchi. (v) Palamau Circle, Daltonganj. (vi) A, C & D Wards of Singhbhum Circle, Jamshedpur. (vii) Salary Circle, Jamshedpur.
6	Dhanbad	<ul style="list-style-type: none"> (i) Dhanbad Circle, Dhanbad. (ii) Colliery Circle, Dhanbad. (iii) Hazaribagh Circle, Hazaribagh. (iv) Bokaro Circle, Bokaro Steel City, Bokaro. (v) B-Ward of Singhbhum Circle, Jamshedpur.

Where an Incometax Circle, Ward or District or Part thereof stands transferred by this notification from one range to another range, appeals arising out of assessments made in that Incometax Circle, Ward or District or part thereof and pending immediately before the date of this notification before the Appellate Assistant Commissioner of the Range from whom that Incometax Circle, Ward and District or part thereof is transferred shall, from the date this notification shall take effect, be transferred to and dealt with by the Appellate Assistant Commissioner of the Range to whom the said Circle, Ward or District or part thereof is transferred.

This notification shall take effect from 9-6-1969.

Explanatory Note

The amendment has become necessary on account of reorganisation of jurisdiction of AAC⁸ and for exercising appellate jurisdiction over two newly created circles, namely Bokaro Circle and Begusarai Circle.

(The above note does not form part of the notification but is intended to be merely clarificatory).

[No. 66 (F. No. 50/36/69-ITJ).]

S. V. SUBBA RAO, Under Secy.

केन्द्रीय प्रत्यक्ष कर बोर्ड

आयकर

नई दिल्ली, 27 मई, 1969

एस० श्रो० 3986.—आयकर अधिनियम, 1961 (1961 का 43) की धारा 122 की उपधारा (1) द्वारा प्रदत्त शक्तियों और इस निमित्त अपने को समर्थ बनाने वाली अग्र अधिकारी शक्तियों का प्रयोग करते हुए तथा इस सम्बन्ध को सभी पूर्व अधिसूचनाओं को अधिकात्त करते हुए केन्द्रीय प्रत्यक्ष कर बोर्ड एवं द्वारा निदेश देता है, कि नीचे की अनुसूची के सम्बन्ध 1 में विनिर्दिष्ट रेंजों के सहायक आयकर अधिकृत (श्रील) उन सभी व्यक्तियों के और उस आय के सम्बन्ध में अपने क्षेत्रों का पालन करेंगे जो उस अनुसूची के सम्बन्ध 2 की तत्स्थानी प्रविष्टि में विनिर्दिष्ट आयकर संकिलों, वार्डों या जिलों में आयकर या अधिकर के लिए निर्धारित हुए हैं/हुई हैं।

अनुसूची

रेंज

(1)

आयकर वार्ड/संकिल और जिले

(2)

क—रेंज, मुम्बई	कंपनी संकिल II और फिल्म संकिल
ख—रेंज, मुम्बई	कंपनी संकिल I
ग—रेंज, मुम्बई	अनिवासी प्रतिवाय संकिल, क 4 वार्ड, निष्कात्त संकिल I, विदेश अनुभाग, मुम्बई संकिल और विशेष अन्वेषण शाखा I से III तक
घ—रेंज, मुम्बई	निष्कात्त संकिल II और कंपनी संकिल 4 (1) से 4 (9) तक
ङ—रेंज, मुम्बई	घ—I और क—I, वार्ड
च—रेंज, मुम्बई	ख—II और घ—II वार्ड
छ—रेंज, मुम्बई	ख—I वार्ड और प्रथम, द्वितीय और तृतीय आयकर अधिकारियां के मुम्बई उपनगरीय जिले (पश्चिमी) के भारसाधन प्रथम, द्वितीय और तृतीय आयकर अधिकारियां के भारसाधनों को छोड़कर मुम्बई उपनगरीय जिला (पश्चिमी)
ज—रेंज, मुम्बई	ग—4 वार्ड
फ—रेंज, मुम्बई	

(1)

(2)

झ—रेंज, मुम्बई	कंपनी संकिल III (1), III (2), III (3), III (4), III (5), III (6) और III (7)
ट—रेंज, मुम्बई	क-II, क-III वार्डों और कंपनी संकिल III (8), III (9), III (10), III (11) और III (12) के आयकर अधिकारियों के भारसाधन
ठ—रेंज, मुम्बई	ख-III और ग-I वार्ड
ड—रेंज, मुम्बई	मम्बई उपनगरीय जिला (पूर्वी) और ड वार्ड
ढ—रेंज, मुम्बई	ग-II और क-II 5 वार्ड
त—रेंज, मुम्बई	हुंडी संकिल और विशेष अन्वेषण शाखा 4
थ—रेंज, मुम्बई	छ-I वार्ड
द—रेंज, मुम्बई	ग-II वार्ड, वेतन शाखा I, वेतन शाखा II और मुम्बई प्रतिदाय संकिल बाजार वार्ड, 10- वार्ड, कंपनी संकिल 4 (10), 4 (11), 4 (12), 4 (13), 4 (14), 4 (15), 4 (16), कंपनी संकिल III (13), III (14), III (15) और कंपनी संकिल 5
ध—रेंज, मुम्बई	

जहां इस अधिसूचना द्वारा कोई आयकर संकिल, वार्ड या जिला या उसका कोई भाग एक रेंज से दूसरे रेंज को अन्तरित हो गया हो वहां उस आयकर संकिल, वार्ड या जिले या उसके किसी भाग में किए गए निर्धारियों के परिणाम स्वरूप की गई अपीलें, जो इस अधिसूचना की तरीख से ठीक पहले उस रेंज के सहायक आयुक्त (अपील) के समक्ष लम्बित थीं जिससे वह आयकर संकिल, वार्ड या जिला या उसका कोई भाग अन्तरित कर दिया गया है, इस अधिसूचना के प्रभावी होने की तारीख से उस रेंज के, जिसको उक्त संकिल, वार्ड या जिला या उसका कोई भाग अन्तरित कर दिया गया है सहायक आयुक्त (अपील) को अन्तरित कर दी जाएगी जो उनके संबंध में कार्य वाही करेगा।

यह अधिसूचना 2 जून, 1969 को प्रवृत्त हो जाएगी।

[सं० 57 (एफ० सं० 50/38/69-आ०क० न्या०)]

नई दिल्ली, 7 जून, 1969

एस० न्य० 3987.—आयकर अधिनियम 1961 (1961 का 43) की धारा 122 की उपधारा (1) द्वारा प्रदत्त शावितयों और इस निमित्त अपने को समर्थ बनाने वाली अन्य सभी शावितयों का प्रयोग करते हुए तथा इस संबंध की सभी पूर्व अधिसूचनाओं को अधिकान्त करते हुए, केव्रीय प्रत्यक्ष कर बोर्ड एतद्वारा निदेश देता है कि नीचे की अनुसूची के स्तंभ 2 में विनिर्दिष्ट रेंजों के सहायक आयकर आयुक्त, (अपील) उन सभी व्यवितयों के और उस आय के संबंध में अपने कृत्यों का पालन करेंगे जो उस अनुसूची के स्तंभ 3 की तस्थानी प्रविष्टि में विनिर्दिष्ट आयकर संकिलों, वार्डों या जिलों में आयकर या अधिकर के लिए निर्धारित हुए हैं/हुई हैं।

प्रनुसूची

क्रम संख्या	रेज	आयकर संकिल, वार्ड या जिले
1	2	3
1.	पटना 'क'	(1) पटना संकिल, पटना के क, ख, घ, च और फ वार्ड (2) पटना I, पटना का वार्ड (i) (3) पटना II, पटना का वार्ड (i) (4) पटना I, पटना का वार्ड (iii) (5) पटना II, पटना का वार्ड (ii) (6) विशेष अन्वेषण संकिल, पटना (7) विशेष सम्पदा शुल्क-एवं-आयकर संकिल, पटना (8) शाहाबाद संकिल, आरा
2.	पटना 'ख'	(1) पटना संकिल, पटना के ग, ङ, छ और ज वार्ड (2) पटना I, पटना का वार्ड (ii) (3) पटना II, पटना का वार्ड (iii) (4) वेतन संकिल, पटना (5) विशेष संकिल, वार्ड क और ख, पटना (6) गया संकिल, गया
3.	मुजफ्फर पुर	(1) मुजफ्फर पुर संकिल, मुजफ्फर पुर (2) सारन संकिल, छारा (3) दरभंगा संकिल, लहरिया सराय (4) चमारन संकिल, मोनीहारी (5) बेगूसराय संकिल, बेगूसराय
4.	भागलपुर	(1) भागलपुर संकिल, भागलपुर (2) संथाल भराना संकिल, देवधर (3) पुणिया-महरसा संकिल, पुणिया (महरसा राजस्व जिले के बचित्यार पुर पुलित स्टेशन को छोड़कर)। (4) मुंगेर संकिल, मुंगेर (मुंगेर राजस्व जिले के बेगूसराय और खगड़िया उपखंडों को छोड़कर)
5.	रांची	(1) रांची संकिल, रांची (2) विशेष संकिल, रांची (3) वेतन संकिल, रांची (4) विशेष सम्पदा शुल्क-एवं-आयकर कार्यालय, रांची (5) पलामऊ संकिल, डाल्टनगंज (6) तिहमूम संकिल, जमशेदपुर के क, ग और घ वार्ड (7) वेतन संकिल, जमशेदपुर

1 2

3

6. धनबाद (1) धनबाद सर्किल, धनबाद
 (2) कोयला खान सर्किल, धनबाद
 (3) हजारी बाग सर्किल, हजारी बाग
 (4) बोकारो सर्किल, बोकारो स्टील सिटी, बोकारो
 (5) सिंहभूम सर्किल, जमशेदपुर का ख-वार्ड

जहां इस अधिसूचना द्वारा कोई आयकर सर्किल, वार्ड या जिला या उसका कोई भाग एक रेंज से दूसरे रेंज को अन्तरित हो गया हो वहां उस आयकर सर्किल, वार्ड या जिले या उसके किसी भाग में किए गए निर्धारणों के परिणाम स्वरूप की गई अपीलें, जो इस अधिसूचना की तारीख से ठीक पहले उस रेंज के सहायक आयुक्त (अपील) के समक्ष लम्बित थीं जिससे वह आयकर सर्किल वार्ड या जिला या उसका कोई भाग अन्तरित कर दिया गया है, इस अधिसूचना के प्रभावी होने की तारीख से उस रेंज के, जिसको उक्त सर्किल, वार्ड या जिला या उसका कोई भाग अन्तरित कर दिया गया है सहायक आयुक्त (अपील) को अन्तरित कर दी जाएगी जो उनके सम्बन्ध में कार्यवाही करेगा।

यह अधिसूचना 9-6-1969 को प्रवृत्त हो जाएगी।

[सं० 66 (एफ सं० 50/36/69-प्रा० क० न्या०)]

एस० बी० सुन्दराराव,
 अवर सचिव।

MINISTRY OF FINANCE

(**Defence Division**)

(**Department of Expenditure**)

New Delhi, the 6th September 1969

S.O. 3988.—In exercise of the powers conferred by the proviso to article 309 of the Constitution and of all other powers enabling him in this behalf the President hereby makes the following regulations further to amend the Civil Service Regulations, namely:—

(i) These Rules may be called the Civil Services (Second Amendment) Regulations, 1969.

(ii) They shall come into force on the date of their publication in the Official Gazette.

2. In the Civil Service Regulations, for Article 198, the following Article shall be substituted, namely:—

“198. After 5 years continuous absence, whether with or without leave, an officer shall, unless the President in view of the exceptional circumstances otherwise determines, be removed from service after following the procedure laid down in the Central Civil Services (Classification Control and Appeals) Rules, 1965.”

[No. F.7006/AG/PB.]

K. P. GUPTA,
 Asstt. Financial Adviser.

(Department of Banking)

New Delhi, the 22nd September 1969

S.O. 3989.—In exercise of the powers conferred by section 53 of the Banking Regulation Act, 1949 (10 of 1949), the Central Government, on the recommendation of the Reserve Bank of India, hereby declares that the provisions of section 9 of the said Act shall not apply to the Derajat Bank Ltd., Amritsar, till the 31st December 1969, in respect of the agricultural land measuring 128 kanals, 1 marla and 5 fields, held by it in village Saktuwal, Tehsil Batala, District Gurdaspur, Punjab.

[No. F.15(15)-BC/68.]

New Delhi, the 26th September 1969

S.G. 3990.—Statement of the Affairs of the Reserve Bank of India, as on the 19th September, 1969

BANKING DEPARTMENT

LIABILITIES	Rs.	ASSETS	Rs.
Capital Paid Up . . .	5,00,00,000	Notes	26,62,58,000
Reserve Fund	150,00,00,000	Rupee Coin	2,65,000
National Agricultural Credit (Long Term Operations) Fund	155,00,00,000	Small Coin	5,48,000
National Agricultural Credit (Stabilisation) Fund	35,00,00,000	Bills Purchased and Discounted :— (a) Internal	183,72,64,000
National Industrial Credit (Long Term Operations) Fund	75,00,00,000	(b) External	181,26,38,000
Deposits— (a) Government— (i) Central Government	55,02,06,000	(c) Government Treasury Bills	145,12,93,000
		Balances Held Abroad*	
		Investments**	
		Loans and Advances to :— (i) Central Government	
		(ii) State Governments@	41,32,51,000
		Loans and Advances to :— (i) Scheduled Commercial Banks†	49,83,20,000
		(ii) State Co-operative Banks††	247,01,17,000
		(iii) Others	2,02,63,000

LIABILITIES	Rs.	ASSETS	Rs.
		Loans, Advances and Investments from National Agricultural Credit (Long Term Operations) Fund—	
(i) State Governments	11,94,47,000	(a) Loans and Advances to—	
		(i) State Governments	31,45,33,000
		(ii) State Co-operative Banks	15,72,23,000
		(iii) Central Land Mortgage Banks	—
		(b) Investment in Central Land Mortgage Banks	
		Debentures	8,96,93,000
(b) Banks—		Loans and Advances from National Agricultural Credit (Stabilisation) Fund—	
(i) Scheduled Commercial Banks	75,75,12,000	Loans and Advances to State Co-operative Banks	5,65,92,000
(ii) Scheduled State Co-operative Banks	6,66,51,000		
(iii) Non-Scheduled State Co-operative Banks	58,12,500	Loans, Advances and Investments from National Industrial Credit (Long Term Operations) Fund—	
(iv) Other Banks	18,98,000	(a) Loans and Advances to the Development Bank	6,26,71,000
(c) Others	228,82,64,000	(b) Investment in bonds/debentures issued by the Development Bank	
Bills Payable	40,66,20,000	Other Assets	31,90,64,000
Other Liabilities	37,35,83,000		
Rupees	976,99,93,000	Rupees	976,99,93,000

* Includes Cash, Fixed Deposits and Short-term Securities.

** Excluding Investments from the National Agricultural Credit (Long Term Operations) Fund and the National Industrial Credit (Long Term Operations) Fund.

@ Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund, but including temporary over-drafts to State Governments.

† Includes Rs. 31,10,00,000 advanced to scheduled commercial banks against advance bills under Section 17(4)(c) of the Reserve Bank of India Act.

†† Excluding Loans and Advances from the National Agricultural Credit (Long Term Operations) Fund and the National Agricultural Credit (Stabilisation) Fund.

Dated the 24th day of September 1959.

[An Account pursuant to the Reserve Bank of India Act, 1934, for the week ended the 19th day of September, 1969.

ISSUE DEPARTMENT

LIABILITIES	Rs.	Rs.	ASSETS	Rs.	Rs.
Notes held in the Banking Department		26,62,58,000	Gold Coin and Bullion :—		
Notes in Circulation		3464,01,27,000	(a) Held in India	182,53,11,000	
Total Notes issued		3490,63,85,000	(b) Held outside India		
TOTAL LIABILITIES		3490,63,85,000	Foreign Securities	220,88,70,000	
			TOTAL		403,41,81,000
			Rupee Coin		74,45,32,000
			Government of India Rupee Securities		3012,76,72,000
			Internal Bills of Exchange and other commercial paper		
			TOTAL ASSETS		3490,63,85,000

Dated the 24th day of September, 1969.

B. N. ADARKAR,
Dy. Governor.

[No. F. 3(3)-BC/69.]

K. YESURATNAM, Under Secy.

(Department of Revenue and Insurance)

INCOME-TAX

New Delhi, the 23rd September 1969

S.O. 3991.—It is hereby notified for general information that the institution mentioned below has been approved by the Indian Council of Agricultural Research the "prescribed authority" for the purposes of clause (ii) of sub-section (1) of Section 35 of the Income Tax Act, 1961 (43 of 1961), for a period of two years from the date of issue of this notification.

Institution

Bharatiya Krishi Udyog, Pratishthan (Bharatiya Agro-Industries Foundation), Uruli Kanchan, District Poona.

[No. 123/F. 11/15/69-IT(A-II).]

J. C. KALRA, Dy. Secy.

OFFICE OF THE COLLECTOR OF CENTRAL EXCISE, HYDERABAD

CENTRAL EXCISE

Hyderabad, the 30th August 1969

S.O. 3992.—In exercise of the powers conferred on me by rule 173-H of the Central Excise Rules, 1944, I hereby direct the assessees manufacturing Refrigerating and Air Conditioning appliances and machinery to maintain a Job card in the form appended below, in addition to the Register maintained under Rules 97-A, 173-H and 173-L in respect of duty paid Refrigerating and Air conditioning appliances and machinery received within the factory premises for reprocessing, repairs, servicing etc.,

Job Card

Name and address of the assessee:—

Repairs/Reconditioning Record.

(1) Sl. No. and date of entry in Excise Register in Form V

(2) Description of goods

(3) Marks and Numbers

(4) Nature of repairs/reconditioning

(5) Charges made for repair with Bill No. & date

(6) Dutiable spare parts utilised

(7) Date of completion of repairs/reconditioning

(8) Delivery ticket No. and date on which returned to service department

Signature of Foreman/Supervisor Repair shop.

When the duty paid goods received within the factory for repairs, service, etc., are sent to a particular section, then the same should be covered by a job card prescribed above. The Job cards should be filed serially, date-wise indicating the corresponding entry numbers in form V

[No. 6/69.]

M. L. ROUTH, Collector-

OFFICE OF THE COMMISSIONER OF INCOME-TAX, RAJASTHAN, JAIPUR

ORDER

Jaipur, the 28th August 1969

S.O. 3993.—In exercise of powers delegated by the Central Government under sub-section (1) of Sec. 287 of the Income-tax Act, 1961 (43 of 1961) and under the authority given by the Central Board of Direct Taxes, Ministry of Finance, Department of Revenue and Insurance, Government of India, New Delhi, I, the undersigned, hereby publish the names and other particulars of the persons on whom a

penalty of Rs. 5,000 and above was levied for defaults u/s. 271(1)(a), 271(a)(b), 271(1)(c), 273 and 221 of the Income-tax Act, 1961 during the financial years 1966-67 and 1967-68 publication of which has been considered necessary in public interest:—

List of Persons on whom a penalty of Rs. 5,000/- and above was levied during Financial year 1966-67

Sl. No.	Name of the assessee	Status	Amount	Asstt. year
1	Messrs. Chauhan Transport Co., Merta City	Regd. Firm	21,030	1960-61
2	Do.	Do.	10,000	1960-61
<i>Financial year 1967-68</i>				
1	Messrs. Gaumrimal handiya (P) Ltd., Jaipur	Pvt. Co. Ltd.	5,900	1963-64
2	Do.	Do.	2,498	1964-65
3	Do.	Do.	4,139	1965-66
4	Messrs. Ghasiram Mangilal, Samlhar Lake	Regd. Firm	15,840	1961-62
5	Do.	Do.	14,450	1962-63
6	Messrs. Gokaldas Ramchandra, Diggi Bazar, Ajmer	Do.	5,000	1963-64

[No. J-3/Tax. Def /69-70/5322.]

V. S. DESIKACHARI,
Commissioner of Income-tax, Rajasthan, Jaipur.

MINISTRY OF HOME AFFAIRS

New Delhi, the 22nd September 1969

S.O. 3794. In pursuance of sub-rule (2) of rule 9, clause (b) of sub-rule (2) of rule 12, sub-rule(1) of rule 24 read with rule 34 of the Central Civil Services (Classification, Control, and Appeal) Rules 1965, the President hereby makes the following further amendments in the notification of the Government of India in the Ministry of Home Affairs No. S.R.O. 628 dated the 28th February 1957, namely :

In the Schedule to the said notification in "Part III, General Central Service Class IV", for the sub-headings "Subsidiary Intelligence Bureau", "Central Intelligence Officers Organisation" "Office of the Joint Deputy Director, Kohima under Deputy Director, subsidiary Intelligence Bureau, Shillong" and "Office of the Deputy Director (Kashmir)" and the entries thereunder, the following shall respectively be substituted, namely :—

"Subsidiary Intelligence Bureau.

(I) Subsidiary Intelligence Bureau Head Quarters :—

All Posts	Assistant Director, Central Intelligence Officer, Joint Asstt Director (Establishment).	Assistant Director, Central Intelligence Officer Joint Assistant Director (Establishment).	All Deputy Director, Joint Deputy Director, Subsidiary Intelligence Bureau.
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(II) Office of the Joint Deputy Director, Kohima under the Subsidiary Intelligence Bureau, Shillong.—

All Posts	Assistant Director Central Intelligence Officer, Joint Assistant Director (Establishment).	Assistant Director, Central Intelligence Officer, Joint Assistant Director (Establishment).	All Joint Deputy Director or Deputy Director, Kohima.
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(III) Office of the Assistant Director, Central Intelligence Officer, Joint Assistant Director:—

All Posts	Assistant Director, Central Intelligence Officer, Joint Assistant Director.	Assistant Director, Central Intelligence Officer, Joint Assistant Director.	All Deputy Director Joint Deputy Director Subsidiary Intelligence Bureau."
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[No. 19/16/68-P. III]

(P. B. RAJAGOPALAN, Under Secy.)

New Delhi, the 22nd September 1969

S.O. 3995.—In exercise of the powers conferred by the proviso to article 309 of the Constitution and all other powers enabling in this behalf, the President hereby makes the following rules further to amend the Central Secretariat Service Rules, 1962, namely:—

1. (1) These rules may be called the Central Secretariat Service (Second Amendment) Rules, 1969.

(2) They shall come into force from the 18th April, 1969.

2. In the First Schedule to the Central Secretariat Service Rules, 1962, against the entry relating to Ministry of Irrigation and Power at Serial No. 12 after item (ii) in column (3) the following item shall be inserted, namely:—

"(iii) Irrigation Commission,"

EXPLANATORY MEMORANDUM

Explanatory Memorandum to the Central Secretariat Service (Second Amendment) Rules, 1962

With this amendment, the Irrigation Commission shall be a participating Attached Office of the Ministry of Irrigation and Power and the Central Secretariat Service Rules, 1962, and orders, if any, issued thereunder shall be applicable to it and the staff employed therein. The underlying intention of giving effect to this amendment particularly from 18th April, 1969, is to safeguard the interest of the officers of the Central Secretariat Service who have been appointed in the Commission from that date. The retrospective effect shall not prejudicially affect the right of any other person.

[No. F.1/1/69-CS(I).]

M. K. VASUDEVAN, Under Secy.

ORDER

New Delhi, the 22nd September 1969

S.O. 3996.—Whereas the Central Government is of opinion that for the purposes specified in clause (i) and clause (ii) of sub-section (1) of section 139 of the Border Security Force Act, 1968 (47 of 1968), an officer of a rank corresponding to or lower than that of officers and Subordinate officers of the Force is empowered to exercise the powers and discharge the duties under section 4 of the Passport (Entry into India) Act, 1920 (34 of 1920);

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 139 of the Border Security Force Act, 1968 (47 of 1968), the Central Government hereby directs that for the purposes referred to in clause (i) and clause (ii) of that sub-section any officer or Subordinate officer of the Force may, within the local limits of the areas specified in the Schedule annexed hereto exercise and discharge the powers and duties under section 4 of the Passport (Entry into India) Act, 1920 (34 of 1920).

SCHEDULE

1. The whole of the area comprised in the Union territories of Manipur and Tripura and the State of Jammu and Kashmir.

2. So much of the area comprised within a belt of eighty kilo meters in the State of Gujarat, fifty kilo meters in the State of Rajasthan, and fifteen kilo meters in the States of Punjab, West Bengal and Assam, running along the borders of India.

[No. F.31/7/69-BS.I.]

G. S. GREWAL, Dy. Secy.

गृह मंत्रालय

पृष्ठि-पत्र

नई दिल्ली, 20 सितम्बर 1969

एस० ओ० 3997.—भारत के राजपत्र दिनांक 19 जुलाई, 1969 के भाग II—खण्ड 3—उप-खण्ड (II) के पृष्ठ 2952 पर गृह मंत्रालय सा० ओ० 2857 में प्रकाशित भारत सरकार की, अधिसूचना दिनांक 9 जुलाई, 1969 में नीचे से सातवीं लाइन में “धारा” के स्थान पर “धाराओं” पढ़ा जाय।

[स० 228/7/69-प० स० प्र० (II)]

बी० सी० बंजानी, अवर सचिव।

MINISTRY OF FOREIGN TRADE AND SUPPLY

(Office of the Chief Controller of Imports and Exports)

ORDER

New Delhi, the 23rd September 1969

S.O. 3998.—Messrs Murphy India Ltd., Bombay were granted an Import Licence No. P/C/2060891/H/KQ/31/H/29/CG.III/KQ(67), dated 14th April, 1969 for Rs. 34,650/- (Rupees thirty-four thousand six hundred and fifty only). They have applied for a duplicate Exchange Control Purposes Copy of the said licence on the ground that the original Exchange Control Purposes Copy has been lost during transit without having been utilised at all. In support of this contention, the applicant has filed an affidavit.

I am accordingly satisfied that the original Exchange Control Purposes Copy of the said licence has been lost. Therefore, in exercise of the powers conferred under Sub-clause 9(cc) of the Imports (Control) Order, 1955, dated 7th December 1955 as amended, the said original Exchange Control Purposes Copy of Import Licence No. P/C/2060891/H/KQ/31/H/29/CG.III/KQ(67), dated the 14th April, 1969 issued to Messrs Murphy India Ltd., Bombay, is hereby cancelled.

A duplicate Exchange Purposes Copy of the said Licence is being issued separately to the Licensee.

[No. CG.III/6(10)/68-69/1236.]

S. A. SESHAN,

Deputy Chief Controller of Imports & Exports
for Chief Controller of Imports & Exports.

MINISTRY OF EDUCATION AND YOUTH SERVICES

(Cultural Activities Division 1)

[C.A.I. (I) Section]

New Delhi, the 28th August 1969

S.O. 3999.—Whereas it has been made to appear to the Central Government that Mr. Oscar A. E. Leneman c/o Ford Foundation, 55 Lodi Estate, New Delhi, has

committed offence punishable u/s 5 of the Antiquities (Export Control) Act, 1947 in enquiry No. 4 dated 16th August 1969, P. S. Delhi Cantt.

And whereas no court can take cognisance of an offence punishable under the Antiquities (Export Control) Act, 1947, except upon a complaint in writing made by an officer generally or specially authorised in this behalf by the Central Government.

Now, therefore, the Central Government is pleased to authorise Shri Kewal Krishan, Inspector, C.I.D. Crime Branch, Delhi, to prefer a complaint under Antiquities (Export Control), Act, 1947, before a court of law of competent jurisdiction in the aforesaid case.

By order and in the name of the President of India.

[No. F.30/17/69-CAI(I).]

P. SOMASEKHARAN, Dy. Secy.

MINISTRY OF INFORMATION AND BROADCASTING

ORDER

New Delhi, the 22nd September 1969

S.O. 4000.—In pursuance of the directions issued under the provisions of the enactment specified in the First Schedule annexed hereto the Central Government after considering the recommendations of the Film Advisory Board, Bombay hereby approves the film specified in column 2 of the Second Schedule annexed hereto in all its language versions to be of the description specified against it in column 6 of the said Second Schedule.

THE FIRST SCHEDULE

(1) Sub-Section (4) of the Section 12 and Section 16 of the Cinematograph Act, 1952 (Central Act XXXVII of 1952).

(2) Sub-Section (3) of Section 5 and Section 9 of the Bombay/Cinemas (Regulation) Act, 1953 (Bombay Act XI of 1953).

THE SECOND SCHEDULE

S. No.	Title of the film	Length	Name of the Applicant	Name of the Producer	Whether a Scientific film or a film intended for educational purposes or a film dealing with news and current events or a documentary film
1	2	3	4	5	6
1.	Bhandarkar Oriental Research Institute, Poona.	324:60 M	Smt. Sulabha Joshi, Proprietor, Disu Films, 199, Gopi Tank Road, Bombay-16.	Shri D.S. Joshi, 199, Gopi Tank Road, Bombay-16.	Documentary film. (For release in Maharashtra Circuit only).

[No. F. 24/1/69-FP App. 1392].

BANU RAM AGGARWAL, Under Secy.

सूचना और प्रसारण मंत्रालय

श्रीवेदा

नई दिल्ली, 22 सितम्बर, 1969

एस० ओ० 4001—इसके साथ लगी प्रथम अनुसूची में निर्धारित प्रत्येक अधिनियम के उपचन्द्र के अन्तर्गत जारी किये गये निवेशों के अनुसार, केन्द्रीय सरकार, फ़िल्म सलाहकार बोर्ड, बम्बई की सिफारिशों पर विचार करने के बाद एतद्वारा इसके साथ लगी द्वितीय अनुसूची के कालम 2 में दी गई फ़िल्म को उसके सभी आवासों के रूपान्तरों सहित जिसका विवरण प्रत्येक के सामने उक्त द्वितीय अनुसूची के कालम 6 में दिया हुआ है, स्वीकृत करती है—

प्रथम अनुसूची

(1) चलचित्र अधिनियम, 1952 (1952 का 37वां केन्द्रीय अधिनियम) की धारा 12 की उपधारा (4) तथा धारा 16।

(2) बम्बई सिनेमा (विनियम) अधिनियम, 1953 (1953 का 11वां बम्बई अधिनियम) की धारा 5 की उपधारा (3) तथा धारा 9।

द्वितीय अनुसूची

ऋग फ़िल्म का नाम	लम्बाई 35 मिंटो मी०	आवेदक का निर्माता का नाम	क्या वैज्ञानिक फ़िल्म है या गिरा सम्बन्धी फ़िल्म है या समाचार और सामयिक घटनाओं की फ़िल्म है या डाकु-मैट्री फ़िल्म है

(1) भंडारकार ओरिनेटल 324. 60 रिसर्च इन्स्टीट्यूट, मीटर। पूना।	श्रीमती सुलभा श्रीष्टी० एस० डाकुमैट्री फ़िल्म जोशी, प्रोप्रा- जोशी, 199, (केवल महाराष्ट्र इटर, दिसु गोपी टैक सेक्ट के लिये)। फ़िल्म, '199 रोड, बम्बई-16 गोपी टैक रोड बम्बई-11
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[सं० का० 24/1/69—एफ० पी० परिशिष्ट 1392]

बाहु राम अग्रवाल, प्रबंध सचिव।

DELHI DEVELOPMENT AUTHORITY

NOTICE

New Delhi, the 23rd September 1969

S.O. 4002.—Notice under Section 10(1) of the Delhi Development Act, 1957 (No. 61 of 1957) read with rules 5 and 15 of the Delhi Development (Master Plan and Zonal Development Plan) Rules, 1959.

Notice is hereby given that:—

1. (a) a draft of the zonal development plan for each of the following zones, namely:—

- (i) B-5 (Ramjas Hills area)
- (ii) C-9 (Shakti Nagar)
- (iii) E-4 (Shahdara Residential)
E-9 (Shahdara Commercial)
- (iv) E-10 (Karkar Duman West)
E-11 (Karkar Duman East)

has been prepared.

(b) a copy thereof will be available for inspection at the following offices between the hours of 11.00 and 3.00 P.M. on all working days except Saturdays, till the date mentioned in paragraph 3 hereinafter:—

- (1) Office of the Delhi Development Authority, Delhi Vikas Bhawan, Indraprastha Estate, 'D' Block, New Delhi.
- (2) Office of the New Delhi Municipal Committee, Town Hall, New Delhi.
- (3) Office of the Municipal Corporation of Delhi, Town Hall, New Delhi.
- (4) Office of the Executive Officer, Delhi Cantonment Board, Delhi Cantt-10.

2. Objections and suggestions are hereby invited with respect to these draft zonal development plans.

3. Objections or suggestions may be sent in writing to the Secretary, Delhi Development Authority, Delhi Vikas Bhawan, Indraprastha Estate, 'D' Block, New Delhi by the 3rd November, 1969.

4. Any person making an objection or suggestion should also give his name and address.

[No. F. 4(33)/69-MP.]

B. C. SARKAR, Addl. Secy.

MINISTRY OF INDUSTRIAL DEVELOPMENT, INTERNAL TRADE AND COMPANY AFFAIRS

(Department of Industrial Development)

ORDER

New Delhi, the 17th September 1969

S.O. 4003/IDRA/6/5.—In exercise of the powers conferred by section 6 of the Industries (Development and Regulation) Act, 1951 (65 of 1951) read with Rules 2, 4 and 5 of the Development Councils (Procedural) Rules, 1952, the Central Government hereby appoints the following persons to be members of the Development Council for the scheduled industries engaged in the manufacture or production of electric motors and of machinery and equipment for the generation, transmission and distribution of electric energy (excluding house service meters and panel instruments) which was established by Order No. S.O./IDRA/6/5, dated the 30th April, 1968 of the Government of India in the Ministry of I.D. & C.A., (Deptt. of I.D.), and as amended from time to time thereafter:—

1. Shri P. R. Despande, M/s. Crompton Greaves Ltd., 1, Forbes Street, Post Box No. 1277, Bombay.
2. Shri S. N. Mukherjee, National Test House, Alipore, Calcutta.
3. Dr. Venugopal, National Council of Applied Economic Research, Parjsila Bhawan, 11, Indraprastha Estate, New Delhi.

The Central Government also directs that the following amendments shall be made in the said Order:—

For "9. Shri E. Mazumdar, Deputy Director (Electrical), Officer of the Development Commissioner, Small Scale Industries New Delhi".

Read "9. Shri S. Raghaviah, Director (Ancillary), Office of the Development Commissioner, Small Scale Industries, New Delhi".

For "20. Shri K. N. Shenoy, Deputy Secretary, Department of Industrial Development, New Delhi".

Read "20. Shri K. Venkataraman, Deputy Secretary, Department of Industrial Development, New Delhi".

After entry No. 25 relating to Shri H. C. Keshkar, the following entries shall be inserted, namely:—

26. Shri P. R. Despande, M/s. Crompton Greaves Ltd., 1, Forbes Street, Post Box No. 1277, Bombay.

27. Shri S. N. Mukherjee, National Test House, Alipore, Calcutta.

28. Dr. Venugopal, National Council of Applied Economic Research, Parisila Bhavan, 11, Indraprastha Estate, New Delhi.

[No. EEL-13(20)/63.]

P. J. MENON, Dy. Secy.

श्रीष्टोगिक विकास, आन्तरिक व्यापार तथा समवाय-कार्य मंत्रालय

(श्रीष्टोगिक विकास विभाग)

आदेश

नई दिल्ली 17 सितम्बर, 1969

एस० ओ० 4004 आई०डी०आर०ए० 6/5:—उद्योग (विकास तथा विनियमन) अधिनियम, 1951 (1951 का 65) की धारा 6 के द्वारा प्रबत्त शक्तियों का प्रयोग करते हुए एवम् विकास परिषदें (कार्यविधि) नियम, 1955 के नियम 2, 4 और 5 के साथ पहले हुए केन्द्रीय सरकार एतद्वारा निम्नलिखित व्यक्तियों को विद्युत ऊर्जा के जनन, परिषण तथा वितरण हेतु विशुल मोटरों, मशीनों तथा अन्य उपकरणों के (घरेलू काम में आने वाले मोटरों और पेनल यंत्रों को छोड़कर) निर्माण या उत्पादन में रत अनुमति उद्योगों की विकास परिषद का मदस्य नियुक्त करती हैं जिसकी स्थापना भारत सरकार के श्रीष्टोगिक विकास तथा समवाय-कार्य मंत्रालय (श्रीष्टोगिक विकास विभाग) के श्री आदेश संघया एस० ओ० आई० डी० आर० ए० 6/5, दिनांक 30 अप्रैल, 1968 के द्वारा की गई थी और तदुपरान्त जिसमें समय-समय पर संशोधन किय गया :—

1. श्री पी० आर० देशपाण्डे,
मै० काम्पटन ग्रीस लि०,
1-फाबर्स स्ट्रीट, पोस्ट बाक्स नं० 1277,
बम्बई ।
2. श्री एस० एन० मुकर्जी,
नेशनल टेस्ट हाउस,
ग्रामीण, कलकत्ता ।
3. डा० वेण्योपाल,
प्रमुकता प्रार्थिक अनुसंधान की राष्ट्रीय परिषद, परिसिला भवन,
11, इन्ड्रप्रस्थ इस्टेट, नई दिल्ली ।

केन्द्रीय सरकार यह भी निर्देश देनी है कि उपरिलिखित आधेश में निम्नलिखित संशोधन किया जाएगा :—

“9. श्री बी० मंजुमदार,

उप-निदेशक (वैद्युत), विकास आयुक्त का कार्यालय, लघु उद्योग,
नई दिल्ली” के स्थान पर

“9. श्री एस० राष्ट्रवैद्या,

निदेशक (सहायक उद्योग),
विकास आयुक्त का कार्यालय, लघु उद्योग
नई दिल्ली” पढ़ा जाए ।

“20. श्री कै० एन शिनाय,

उप-सचिव, श्रौद्धोगिक विकास विभाग,
नई दिल्ली” के स्थान पर

“20. श्री कै० बेंकटरमन,

उप-सचिव, श्रौद्धोगिक विकास विभाग,
नई दिल्ली” पढ़ा जाए ।

श्री एच० सी० केसकर से सम्बन्धित प्रविष्टि संख्या 25 के पश्चात् निम्नलिखित प्रविष्टि]
निविष्ट की जाएगी, अर्थात्

26. श्री पी० आर० देशपाण्डे,

मै० काम्पटन ब्रीबस लि०,
1-फोर्ब्स स्ट्रीट, पोस्ट बाक्स नं० 1277,
बम्बई ।

27. श्री एस० एन० मुकर्जी,

नेशनल टेस्ट हाउस, अलीपुर, कलकत्ता ।

28. डा० बेणुगोपाल,

प्रयुक्त आर्थिक अनुसंधान की राष्ट्रीय परिषद्,
परिसिला भवन, 11, इंग्रेस्ट इस्टेट,
नई दिल्ली-1

[सं० ई०ई० आई० 13(20)/63]

पी० जे० मेनन, उप सचिव ।

(Department of Industrial Development)

(Indian Standards Institution)

New Delhi, the 16th September 1969

S.O. 4005—In pursuance of sub-rule (1) of rule 4 of the Indian Standards Institution (Certification Marks) Rules, 1955, the Indian Standards Institution hereby notifies that the Standard Mark(s), design(s) of which together with the verbal description of the design(s) and the title(s) of the relevant Indian Standard(s) are given in the Schedule hereto annexed have been specified.

These standard Mark(s) for the purpose of the Indian Standards Institution (Certification Marks) Act, 1952 and the Rules and Regulations framed thereunder, shall come into force with effect from the dates shown against each :

THE SCHEDULE

Sl. No.	Design of the Standard Mark	Product/Class of Product	No. and Title of the Relevant Indian Standard	Verbal description of the Design of the Standard Mark	Date of effect
2	3	4	5	6	
1. IS : 104		Ready mixed paint, brushing, zinc chrome, priming, for use on aluminium and light alloys.	IS : 104-1962 Specification for ready mixed paint, brushing, zinc chrome, priming, for use on aluminium and light alloys (revised).	The monogram of the Indian Standards Institution, consisting of letters 'ISI', drawn in the exact style and relative proportions as indicated in col. (2), the number designation of the Indian Standard being superscribed on the top side of the monogram as indicated in the design.	1 Sep 1969.
2. IS : 106		Ready mixed paint, brushing, priming, for enamels, for use on wood.	IS : 106-1962 Specification for ready mixed paint, brushing, priming, for enamels, for use on wood (revised).	The monogram of the Indian Standards Institution, consisting of letters 'ISI', drawn in the exact style and relative proportion as indicated in col. (2), the number designation of the Indian Standard being superscribed on the top side of the monogram as indicated in the design.	1 Sep. 1969.

1	2	3	4	5	6
3.	IS: 1188	Ready mixed paint, brushing, oil gloss, genuine zinc oxide, for general purposes.	IS : 1188-1957 Specification for ready mixed paint, brushing, oil gloss, gen- uine zinc oxide, for general purposes.	The monogram of the Indian Standards In- stitution, consisting of letters 'ISI' drawn in the exact style and relative proportions as indicated in col. (2), the number designa- tion of the Indian Standard being super- scribed on the top side of the monogram as indicated in the design.	1 Sep. 1969.
	IS: 2074	Ready mixed paint, red oxide-zinc chrome, paint, red oxide-zinc chrome, printing.	IS : 2074-1962 Specification for ready mixed paint, red oxide-zinc chrome, paint, red oxide-zinc chrome, printing.	The monogram of the Indian Standards Institution, consisting of letters 'ISI', drawn in the exact style and relative proportions as indicated in col. 2), the number designation of the Indian Standard being superscribed on the top side of the monogram as indicated in the design.	1 Sep 1969.
5.	IS : 3975	Mild Steel wires, strips and tapes for armouring cables.	IS : 3975-1967 Specification for mild steel wires, strips and tapes for arm- ouring cables.	The monogram of the Indian Standards In- stitution, consisting of letters 'ISI', drawn in the exact style and relative proportions as indicated in col. (2), the number designa- tion of the Indian Standard being super- scribed on the top side of the monogram as indicated in the design.	1 Aug. 1969

[No. CMD/13:9]

New Delhi, the 17th September 1969

S.O. 4006—In pursuance of sub-regulation (1) of Regulation 8 of the Indian Standards Institution (Certification Marks) Regulations, 1955, as amended from time to time, the Indian Standards Institution, hereby notifies that eightyseven licences, particulars of which are given in the following Schedule, have been renewed:

THE SCHEDULE

Sl. No.	Licence No.	Period of Validity		Name and Address of the Licensee	Article/Process covered by the Licence and the Relevant IS : Designation
		From	To		
1	2	3	4	5	6
1	CM/L-136 3-8-1959	16-8-1969	15-8-1970	Liberty Chemical Works, Nagardas Road, Mogra West, Andheri (East), Bombay.	Sodium thiosulphate, photographic grade—IS : 246-1957.
2	CM/L-157 23-12-1959	1-8-1969	15-12-1970	Shamsher Sterling Cable Corp. Ltd., Vaswani Mansions, Dinsa Vacha Road, Bombay-1.	Rubber insulated cables—IS : 434 (Pats I & II)-1964.
3	CM/L-163 5-2-1960	1-4-1969	31-3-1970	National Pipes & Tubes Co. Ltd., Shambagar, Eastern Railway.	(i) Copper rods for boiler stay bolts and rivets—IS : 288-1960 and (ii) Copper rods for electrical purposes—IS : 613-1964.
4	CM/L-200 15-6-1960	16-8-1969	15-2-1970	Bharat Pulversing Mills Pvt. Ltd., 589, Thiruvottiyur High Road, Madras-17.	DDT dusting powders—IS : 564-1961.
5	CM/L-202 15-6-1960	16-8-1969	30-9-1970	Do.	BHC dusting powders—IS : 561-1962.
6	CM/L-207 20-7-1960	1-8-1969	31-7-1970	The Renown Biscuit Co., Connaught Road, Near Victoria Garden, Bombay-27.	Biscuits—IS : 1011-1968.
7	CM/L-208 29-7-1960	16-8-1969	15-8-1970	Bengal Chemical & Pharmaceutical Works Ltd., 6, Ganesh Chunder Avenue, Calcutta.	Naphthalene—IS : 539-1955.
8	CM/L-212 25-8-1960	1-9-1969	31-8-1970	Cassava (India), 21, Gour Laha St., Calcutta-6	Tea-Chest metal fittings—IS : 10-1964.
9	CM/L-213 25-8-1960	1-9-1969	31-8-1970	Plywood Manufacturers Co-op. Society Ltd., 11/3A, Canal Circular Road, Calcutta-4.	Plywood tea-chest panels—IS : 10-1964
10	CM/L-332 10-8-1961	16-8-1969	15-3-1970	Tata-Fison Industries Ltd., Union Bank Bldg., Dalal Street, Fort, Bombay-1.	Endrin emulsifiable concentrates IS : 1310-1958.
11	CM/L-432 18-7-1962	1-8-1969	31-7-1970	Victor Cable Corporation, 7/3, G.T. Road, Shahibabad, P.O. Pasonda (Ghaziabad)	(i) PVC cables of 250 & 650 Volts grade with copper and aluminium conductors ; & (ii) PVC insulated flexible cords, 250 volts grade IS : 694 (Pts I & II)-1964.

1	2	3	4	5	6
12	CM/L-440 21-7-1962	16-8-1969	15-9-1970	Mysore Insecticides Co. Pvt. Ltd, 18 Vaidyanatha Mudali Street, Tondiarpet, Madras-21.	Edrin emulsifiable concentrates—IS : 1310-1958
13	CM/L-462 28-9-1962	1-8-1969	31-1-1970	Sambhar Salts Ltd., Sambhar Lake.	(i) Common Salt for butter & cheese industry- IS : 1845-1961 and (ii) Free-flowing table salt—IS : 2035-1961
14	CM/L-503 24-1-1963	1-8-1969	31-7-1970	B.D. Khaitan & Company, 5 Clive Row, Calcutta-1.	Tea-chest metal fittings —IS : 10-1964.
15	CM/L-559 10-7-1963	1-8-1969	31-12-1971	Indian Cable Co Ltd, Golmuri, Via, Tatanagar, Jameshpur-3.	PVC insulated cables—IS : 694 (Parts I & II)-1964.
16	CM/L-561 11-7-1963	1-8-1969	31-7-1970	Lloyd Bitumen Products (Pvt.) Ltd, 4A, Royd, St., Calcutta-16.	Bitumen felts for waterproofing & damp-proofing, type-3—Grades 1 and 2; Type2-Grade-2: IS : 1322-1965
17	CM/L-563 18-7-1963	16-8-1969	15-8-1970	Bharat Pulverising Mills Pvt. Ltd., Chakala, Andheri-Kurla Road, Bombay-69	Parathion emulsifiable concentrates—IS : 2129-1962
18	CM/L-611 31-12-1963	1-8-1969	15-6-1970	Prakash Pulverising Mills, Industrial Area, Alwar.	BHC dusting powders—IS : 561-1962.
19	CM/L-620 17-1-1964	16-8-1969	15-8-1970	Roofrite Private Ltd, Daulatabad road, Near Railway Station, Gurgaon (Haryana)	Bitumen felts for water-proofing and damp-proofing, type 3, grade 1—IS : 1322-1966
20	CM/L-653 28-4-1964	16-8-1969	15-8-1970	Anand Water Meter Mfg. Co, Palluruthy Industrial Area, Cochin-6.	Water meters (Domestic type), 14 mm and 20 mm sizes—IS : 779-1968
21	CM/L-701 26-6-1964	16-7-1969	15-1-1970	Godrej Soaps Pvt. Ltd, Ulkhroli, Bombay-79	Stearic acid, technical, Grade 2—IS : 1674-1960
22	CM/L-714 29-6-1964	1-8-1969	31-1-1970	Lauls Priavate Ltd., Faridabad Township, Distt. Gurgaon.	Structural steel (standard quality)—IS : 226-1962
23	CM/L-715 29-6-1964	1-8-1969	31-1-1970	Do.	Structural steel (ordinary quality)—IS : 1977-1962
24	CM/L-718 29-6-1964	1-8-1969	31-7-1970	Ajanta Iron & Steel Company, Loni Road, Shahdara, Delhi.	Structural steel (standard quality), M.S. bars 25 mm dia and other sections of equivalent area only—IS : 226-1962
25	CM/L-730 29-6-1964	1-8-1969	31-1-1970	Nav Bharat Steel Rolling Mills, Bombay- Agra Road, Bhandup, Bombay-78	Structural steel (standard quality)—IS : 226-1962
26	CM/L-731 29-6-1964	1-8-1969	31-1-1970	Do.	Structrual steel (ordinary quality) —IS : 1977-1962
27	CM/L-742 21-7-1964	16-8-1969	15-8-1970	Croplife Chemicals Pvt. Ltd., 32 Foreshore Road, Sibpore, Howrah.	Endrin emulsifiable concentrates— IS : 1310-1958
28	CM/L-747 28-7-1964	1-9-1969	15-9-1970	Radio & Electricals Mfg. Co. Ltd., Mysore Road, Bangalore-26.	Water meters (domestic type), dry-dial type, 15 mm, 20 mm and 25 mm sizes— IS : 779-1968

29	CM/L-752 31-7-1964	1-9-1969	31-8-1970	Indian Plastics Ltd., Poiser Bridge, Kandivli. Plastic water-closet seats and covers—IS:2548-1967
30	CM/L-1010 10-2-1965	16-8-1969	15-8-1970	The plant Protection Products Pvt. Ltd., Kadavulur Endrin emulsifiable concentrates—IX : 1310-1958. (S. Rly.) Nellore Distt.
31	CM/L-1115 28-7-1965	1-8-1969	31-1-1970	The laboratory glassware Co., 3612, Timber One-mark pipettes—IS : 1117-1958. Market, Ambala Cantt.
32	CM/L-1125 12-8-1965	16-8-1969	31-8-1970	The Fort William Co. Ltd., (Steel Wire & Ropes Division) Konnagar, Distt. Hooghly (W. Bengal). (i) Steel wire ropes for winding purposes in mines—IS : 1855-1961 and (ii) Steel wire ropes for haulage purposes in mines—IS : 1856-1961.
33	CM/L-1166 11-11-1965	1-8-1969	31-7-1970	Swastika Metal Works, Jagadhri (Haryana). Rolled brass sheet and strip, grade Cu Zn 37—IS: 410-1967.
34	CM/L-1303 25-7-1966	1-8-1969	31-1-1970	Bhandan Crossfields Pvt. Ltd., Mangla Gaon Compounded feeds for cattle—IS : 2052-1968. (Near Indore).
35	CM/L-1304 28-7-1966	1-8-1969	31-7-1970	Plava Chemicals, 3-C Nelson Manicka Mudaliar Rd, Aminikarai, Madras-29.
36	CM/L-1306 28-7-1966	16-8-1969	15-4-1970	Venkateshwara Agro Chemicals & Minerals, 6/305, T.H. Road, Madras-21.
37	CM/L-1307 28-7-1966	1-8-1969	31-7-1970	The Structural waterproofing Co. Pvt. Ltd., No. 8, Sevak Baidya St. Calcutta-29. Integral cement waterproofing compound, normal setting—IS : 2645-1964.
38	CM/L-1312 29-7-1966	16-8-1969	30-4-1970	Mysore Feeds (Private) Ltd., Mysore Road, Poultry feed — IS: 1374-1968 Nayandahalli Bangalore.
39	CM/L-1325 31-8-1966	1-9-1969	31-3-1969	The Premier Cable Co. Ltd., Karukutty, Ernakulam Distt. (Kerala State).
40	CM/L-1327 31-8-1969	1-9-1969	31-8-1970	Imperial Chemical Industries (India) Pvt. Ltd. Rishra, Distt. Hooghly, West Bengal.
41	CM/L-1446 29-5-1967	16-8-1969	15-2-1970	Indian Crafts and Industries, 17/101, Ram Narain Bazar, Kanpur.
42	CM/L-1454 12-6-1967	1-9-1969	31-8-1970	Hindustan Watermeter Industries, Jawahar Ice Factory Compound, Chippapara, Rampura Bazar, Kota (Rajasthan).
43	CM/L-1474 13-7-1967	1-8-1969	31-7-1970	Goa Pesticides Private Ltd., Fatorda Margao (Goa). Dieldrin emulsifiable concentrates—IS:1054-1962.
44	CM/L-1475 13-7-1967	1-8-1969	31-7-1970	Do. Aldrin emulsifiable concentrates—IS: 1307-1958.
45	CM/L-1476 13-7-1967	1-8-1969	31-7-1970	Do. Endrin emulsifiable concentrates—IS : 1310-1958
46	CM/L-1478 18-7-1967	1-8-1969	31-7-1970	Geeta Iron & Brass Works Pvt. Ltd., Bajuva (Distt. Baroda). Shuice valves for water works purposes (with non-ferrous spindles and rings), class I up to 300 mm size—IS : 780-1967.

I	2	3	4	5	6
47	CM/L-1481 24-7-1967	1-8-1969	31-7-1970	Kisan Chemicals, 127, Industrial Area, Chandigarh.	Aldrin emulsifiable concentrates—IS: 1307-1958.
48	CM/L-1482 24-7-1967	1-8-1969	15-2-1970	Metal Udyog Pvt. Ltd., Industrial Area, Pratap Nagar, Udaipur (Raj).	Aldrin emulsifiable concentrates—IS : 1307-1958.
49	CM/L-1485 24-7-1967	1-8-1969	31-10-1969	Assam Bengal Vener Industries Pvt. Ltd., 32, Canal South Road, Calcutta-15.	Tea-chest plywood panels—IS: 10-1964.
50	CM/L-1484 1-8-1967	1-8-1969	15-3-1970	Tata Fison Industries Ltd., 431/4, Panchpakhadi Village Balrajeshwar Road, Mulund Bombay-80.	DDT dusting powders—IS: 564-1961.
51	CM/L-1485 10-8-1967	16-8-1969	15-8-1970	Foods, Fats & Fertilizers Ltd., Tanuku Road, Tadepalligudem West Godavari, Distt. (A.P.).	Malted milk food containing cocoa powder—IS 2003-1962.
52	CM/L-1487 10-8-1967	1-8-1969	31-7-1970	Ashwin Industries, Samlaya Distt. Baroda.	18-litre square tins—IS : 916-1966.
53	CM/L-1488 10-8-1967	16-8-1969	31-10-1970	Assam Bengal Veneer Industries Pvt. Ltd., 32, Canal South Road, Calcutta-15.	Tea-chest metal fittings—IS: 10-1964.
54	CM/L-1490 16-8-1967	16-8-1969	15-8-1970	Polypharm Pvt. Ltd., 29 Panchpakhadi, Opp. Castle Mills, Khanna Compound, Agra Road, Thana (Maharashtra).	Sulphuric acid, analytical reagent & pure grades only—IS: 266-1961.
55	CM/L-1491 16-8-1967	16-8-1969	15-8-1970	Do.	Nitric acid, analytical reagent and pure grades only—IS : 264-1950.
56	CM/L-1492 16-8-1967	[16-8-1969	15-8-1970	Do.	Hydrochloric acid, analytical reagent and pure grade only—IS: 265-1962.
57	CM/L-1493 16-8-1967	16-8-1969	15-8-1970	Entoma Insecticides and Agro Chemicals (Kerala) A-3, Shed, Industrial Estate, Olavakot Palghat-2 (Kerala).	Endrin emulsifiable concentrates—IS: 1310-1958.
58	CM/L-1499 25-8-1967	1-9-1969	28-2-1970	Rajaram Brothers (Lessees) The Gwalior Maize Products Ltd., Mhow—Neemuch Road, Mandsaur (M.P.).	Maize starch for use in the cotton textile industry—IS : 1184-1957.
59	CM/L-1505 31-8-1967	1-9-1969	31-12-1970	Usha Martin Black (Wire ropes) Ltd., Tatisilwai Ranchi (Bihar).	Steel wire for the core of steel cored aluminium conductors for overhead power transmission purposes—IS : 398-1961.
60	CM/L-1514 15-9-1967	16-9-1969	15-9-1970	The Britannia Biscuit Co. Ltd., M.T.H. Road, Padi, Madras-50.	Biscuits—IS : 1011-1968.

61	CM/L-1539 6-10-1967	1-9-1969	31-8-1970	Neiveli Germanium & Refractories Ltd., Vadafur (Port South Arcot Distt. Tamil Nadu State.)	Flushing cisterns for water closets and urinals (valveless siphonic type) vitreous china, low-level, 12 litres capacity.—IS : 774-1964.
62	CM/L-1571 23-II-1967	1-9-1969	31-8-1970	Cachar Plywood Ltd., Olivacherra, Distt. Cachar, Assam.	Tea-chest plywood panels—IS : 10-1964.
63	CM/L-1615 9-1-1968	16-7-1969	15-7-1970	Racman Koshat Kinn (Regd.) 53, Industrial Area, Najafgarh Road, New Delhi-15.	Spring leaves and leaf springs for automobile suspension—IS : 1135-1966.
64	CM/L-1635 15-2-1968	16-8-1969	15-2-1970	Bhanodaya Enterprises Pvt. Ltd., Tadepalli, Guntur District (A.P.)	Endrin emulsifiable concentrates—IS 1310-1958.
65	CM L-1660 27-3-1968	1-8-1969	15-1-1970	Sandoz (India) Ltd., Kolshet Road, Tahana.	Malathion emulsifiable concentrates—IS : 2567-1963.
66	CM/L-1735 10-7-1968	16-7-1969	15-1-1970	Rathi Steel Rolling Mills Pvt. Ltd., Loni Road, Shahdara, Delhi-32.	Cold twisted steel bars for concrete reinforcement—IS: 1786-1966.
67	CM/L-1737 11-7-1968	16-7-1969	15-7-1970	C. & E. Morton (India) Ltd., P. O. Marhowrah Distt. Saran, Bihar.	Condensed milk—IS: 1166-1957.
68	CM/L-1744 15-7-1968	16-7-1969	15-7-1970	Sindichem Private Ltd., Sindi Distt. Wardha (Maharashtra).	BHC dusting powders—IS : 561-1962.
69	CM/L-1745 15-7-1968	16-7-1969	15-7-1970	Sindichem Private Ltd., Sindi Distt. Wardha (Maharashtra).	BHC water dispersible powders—IS: 562-1962.
70	CM/L-1746 15-7-1968	16-7-1969	15-7-1970	Do.	Malathion emulsifiable concentrates—IS:2567-1963.
71	CM/L-1749 8-7-1968	1-8-1969	31-1-1970	Singhal Pesticides, 9/122, Moti Bagh, Jamuna par, Agra-6.	Aldrin emulsifiable concentrates.—IS : 1307-1958.
72	CM/L-1752 22-7-1968	16-7-1969	15-7-1970	Glace Kid (India) Pvt. Ltd., 22/1, Gorachand Road, Calcutta-14.	Miners' safety leather boots and shoes—IS : 1989-1969.
73	CM/L-1756 29-7-1968	1-8-1969	31-7-1970	Raja Mechanical Engg. Co., 194, Muneshwara Block Palace, Gattahali Bangalore-3.	Steel windows of 6 HS 910HS 12, 15 HS 12, 10 HS 15, 12, HS 13 & 8 HT 6 types—IS : 1038-1968.
74	CM/L-1757 29-7-1968	18-1969	30-6-1970	E.I.D. Parry Ltd., Ranipet N.A. District.	DDT Emulsifiable Concentrates — IS : 633-1956.
75	CM/L-1758 1-8-1968	1-8-1969	31-12-1970	Usha Martin Black (wire ropes) Ltd., Tatisilwai—Ranchi (Bihar State).	Guide & rubbing ropes—IS 3623-1966.
76	CM/L-1760 6-8-1968	16-8-1969	15-8-1970	Triveni Iron & Steel Industries, 28F, Ruvalpari Road, Bhavnagar (Gujrat).	Structural steel (standard quality)—IS : 226-1962.
77	CM/L-1761 6-8-1968	15-8-1969	15-8-1970	—do—	Structural steel (ordinary quality)—IS:1977-1962.
78	CM/L-1762 9-8-1961	1-8-1969	31-12-1970	Usha Martin Black (wire ropes) Ltd., Tatisilwai Ranchi. (Bihar State).	Steel wire ropes for general engineering purpose—IS : 2266-1963.

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					(ii) Steel wire suspension ropes for lifts and hoist—IS:2365-1963 and
					(iii) Round strand galvanized steel wire rope for shiping purposes—IS:2581-1968.
79	CM/L-1763 14-8-1968	16-8-1969	15-8-1970	National steel Equipment Co., Opp. Police Training School — Nagaum— Dadar, Bombay-14.	(i) Horizontal-cylindrical and horizontal rectangular steam sterilizer — pressure type— IS:3829-8966 and (ii) Horizontal-cylindrical high speed steam sterilizers' pressure type—IS:4510-1968.
80	CM/L-1774 14-8-1968	16-8-1969	15-8-1970	—Do.—	Water stills for pyrogen free distilled water—IS: 3830-1966.
81	CM/L-1765 13-8-1968	16-8-1969	15-8-1970	P.V.S. Industries, 457-A, Amaravathy Village, Hospet TQ (S.I.)	BHC dusting powder—IS : 561-1962.
82	CM/L-1768 20-8-1968	16-8-1969	15-8-1970	Jayant Metal Mfg. Co., 16 Sayani Road, Bombay-28 D.D.	Hard-drawn stranded aluminium conductors for overhead power transmission purposes—IS : 398-1961.
83	CM/L-1769 21-8-1968	1-8-1969	15-12-1970	Standard Mineral Product Pvt. Ltd., Subash Nagar, Jogeshwari (East) Bombay-60.	DDT dusting powder—IS : 564-1961.
84	CM/L-1772 29-8-1968	1-9-1969	31-8-1970	The Fort William Co. Ltd., (Steel wire & Ropes Division) 6-A, G.T. Road, Kounagar (Hooghly).	Steel wire for the core of steel-cored aluminium conductors for overhead power transmission purposes—IS : 398-1961.
85	CM/L-1777 30-8-1968	1-9-1969	31-8-1970	The Indian Steel Rolling Mills Ltd., Main Road, Tiruniravur (Chingleput), Distt.	Cold twisted deformed bars—IS: 1786-1966.
86	CM/L-1781 30-8-1968	16-9-1969	15-9-1970	Chettinedi Cement Corpn. Ltd., Piliyar Karur Taluk Trichy Distt.	Ordinary portland cement—IS : 269-1958.
87	CM/L-1793 13-9-1968	16-8-1969	15-7-1970	Sindichem Private Ltd., Sindi Distt. Wardha Maharashtra).	Endrin emulsifiable concentrates—IS : 1310-1958.

[No. CMD/13:12]

A. K. GUPTA,
Deputy Director General

ELECTION COMMISSION OF INDIA

ORDERS

New Delhi, the 9th September 1969

S.O. 4007.—Whereas the Election Commission is satisfied that Shri Surat Ram, Dhiro-ki-Majri, Patiala, a contesting candidate for the mid-term general election held in February, 1969 to the Punjab Legislative Assembly from Dakala constituency, has failed to lodge an account of his election expenses as required by the Representation of the People Act, 1951, and the Rules made thereunder;

And whereas the said candidate, even after due notices, has not given any reason or explanation for the failure and the Election Commission is satisfied that he has no good reason or justification for the failure;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Surat Ram to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this order.

[No. PB-LA/81/69(4).]

New Delhi, the 16th September 1969

S.O. 4008.—Whereas the Election Commission is satisfied that Shri Rattan Dass, Village Bangalipur, P.O. Panwan, tehsil Dasuya, District Hoshiarpur, a contesting candidate for the mid-term general election held in February, 1969 to the Punjab Legislative Assembly from Dasuya constituency, has failed to lodge an account of his election expenses as required by the Representation of the People Act, 1951, and the Rules made thereunder;

And whereas the said candidate, even after due notices, has not given any reason or explanation for the failure, and the Election Commission is satisfied that he has no good reason or justification for the failure;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Rattan Dass to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this order.

[No. PB-LA/45/69(5).]

S.O. 4009.—Whereas the Election Commission is satisfied that Shri Surinder Pal, House No. 62/3, Phillaur, District Jullundur, a contesting candidate for the mid-term general election held in February, 1969 to the Punjab Legislative Assembly from Phillaur constituency, has failed to lodge an account of his election expenses as required by the Representation of the People Act, 1951, and the Rules made thereunder;

And whereas the said candidate, even after due notices, has not given any reason or explanation for the failure and the Election Commission is satisfied that he has no good reason or justification for the failure;

Now, therefore, in pursuance of section 10A of the said Act, the Election Commission hereby declares the said Shri Surinder Pal to be disqualified for being chosen as, and for being, a member of either House of Parliament or of the Legislative Assembly or Legislative Council of a State for a period of three years from the date of this order.

[No. PB-LA/61/69(6).]

By Order,

A. N. SEN, Secy.

भारत निर्वाचन आयोग

आदेश

नई दिल्ली, 9 सितम्बर, 1969

एस० ओ० 4010.—यतः निर्वाचन आयोग का समाधान हो गया है कि फरवरी, 1969 में हुए पंजाब विधान सभा के लिए मध्यावधि साधारण निर्वाचन के लिए उकाला निर्वाचन-क्षेत्र से चुनाव लड़ने वाले उम्मीदवार श्री सूरत राम, धीरो-की-माजरी, पटियाला, लोक प्रतिनिधित्व अधिनियम, 1951 तथा तद्धीन बनाए गए नियमों द्वारा अपेक्षित अपने निर्वाचन व्ययों का लेखा दाखिल करने में असफल रहे हैं;

अौर, यतः उक्त उम्मीदवार उसे सम्यक सूचना दिए जाने पर भी लेखा दाखिल करने में असफल रहा है और उसने अपनी इस असफलता के लिए कोई कारण अधिकारण नहीं दिया है ; तथा निर्वाचन आयोग का यह समाधान हो गया है कि उसके पास इस असफलता के लिए कोई पर्याप्त कारण या त्यायोचित्य नहीं है ;

अतः, अब, उक्त अधिनियम की धारा 10-के अनुसरण में निर्वाचन आयोग एतद्वारा उक्त श्री सूरत राम को संसद के किसी भी सदन के या किसी राज्य की विधान सभा अथवा विधान परिषद् के सदस्य चुने जाने और होने के लिए, इस आदेश की तारीख से तीन वर्ष की कालावधि के लिए निरहित घोषित करता है :

[स० पंजाब-वि० सी०/81/69(4)]

नई दिल्ली, 16 सितम्बर, 1969

एस० ओ० 4011.—यतः निर्वाचन आयोग का समाधान हो गया है कि फरवरी, 1969 में हुए पंजाब विधान सभा के लिए मध्यावधि निर्वाचन के लिए दसुया निर्वाचन-क्षेत्र से चुनाव लड़ने वाले उम्मीदवार श्री रतन दास, ग्राम बंगलीपुर, डाकघर पंवान, तहसील दसुया, जिला होशियारपुर, लोक प्रतिनिधित्व अधिनियम, 1951 तथा तद्धीन बनाए गए नियमों द्वारा अपेक्षित अपने निर्वाचन व्ययों का कोई भी लेखा दाखिल करने में असफल रहे हैं ;

अौर, यतः, उक्त उम्मीदवार उसे सम्यक सूचना दिए जाने पर भी लेखा दाखिल करने में असफल रहा है और उसने अपनी इस असफलता के लिए कोई कारण अधिकारण नहीं दिया है ; तथा निर्वाचन आयोग का यह समाधान हो गया है कि उसके पास इस असफलता के लिए कोई पर्याप्त कारण या त्यायोचित्य नहीं है ;

अतः, अब, उक्त अधिनियम की धारा 10-के अनुसरण में निर्वाचन आयोग एतद्वारा उक्त श्री रतन दास को संसद के किसी भी सदन के या किसी राज्य की विधान सभा अथवा विधान परिषद् के सदस्य चुने जाने और होने के लिए, इस आदेश की तारीख से तीन वर्ष की कालावधि के लिए निरहित घोषित करता है ।

[स० पंजाब-वि० स०/45/69(5)]

एस० ओ० 4012.—यतः निर्वाचन आयोग का समाधान हो गया है कि फरवरी, 1969 में हुए पंजाब विधान सभा के लिए मध्यावधि निर्वाचन के लिए फिल्सौर निर्वाचन-क्षेत्र से चुनाव लड़ने वाले उम्मीदवार श्री मुरिन्दर पाल, मकान संख्या 62/3, फिल्सौर, जिला जासन्धर, लोक प्रतिनिधित्व अधिनियम, 1951 तथा तद्धीन बनाए गए नियमों द्वारा अपेक्षित अपने निर्वाचन व्ययों का कोई भी लेखा दाखिल करने में असफल रहे हैं ;

और, यतः, उक्त उम्मीदघार उसे सम्यक् सूचना दिए जाने पर भी लेखा दाखिल करने में असफल रहा है और उसने अपनी इस असफलता के लिए कोई कारण अद्यता स्पष्टीकरण नहीं दिया है ; तथा निर्वाचन आयोग का यह समाधान हो गया है कि उसके पास इस असफलता के लिए कोई पर्याप्त कारण या न्यायोचित नहीं हैं;

अतः, अब, उक्त अधिनियम की धारा 10-के अनुसरण में निर्वाचन आयोग एतद्वारा उक्त श्री मुरिन्दर पाल को संसद के किसी भी सदन के या किसी राज्य की विधान सभा अथवा विधान परिषद् के मदस्य चुने जाने और होने के लिए, इस आदेश की तारीख से तीन वर्ष की कालावधि के लिए निरर्हित घोषित करता है।

[सं० पंजाब-बि० स०/६१/६९ (६)]

आदेश से,

ए० धून० सेन, मन्त्री।

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

(Department of Labour and Employment)

New Delhi, the 20th September 1969

S.O. 4013.—In exercise of the powers conferred by section 73F of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government, having regard to the location of the factories specified in the Schedule hereto annexed, in sparse areas in the State of Punjab, hereby exempts the said factories from the payment of employers' special contribution leviable under Chapter V A of the said Act for a period of one year from the date of publication of this notification in the Official Gazette or until the enforcement of the provisions of Chapter V of the said Act in those areas, whichever is earlier.

SCHEDULE

Sl. No.	Name of District	Name of Area	Name of the Factory
(1)	(2)	(3)	(4)
1	Ambala	Abdullahpur	M/s. India Auto Sales Pvt. Ltd., Pinjore Village.
2	Bilaspur	Bilaspur	M/s. Himachal Govt. Rasin & Turpentine Factory.
3	Bhatinda	Bhatinda	M/s. National Industries, Indus- trial Area.
4	Ferozepur	Ferozepur	M/s. Sarwan Singh Saw Mills, Ferozepur Cantt.
5	Gurdaspur	Pathankot	M/s. Indian Oil Corporation Ltd.
6	Kangra	Ghati	M/s. Down Stream Batching Plant.
7	Mandi	Harabagh Pandoh	M/s. Field Repair Shop. M/s. Electrical Repair & Auto Battery Shop.
8	Patiala	Ambe Magera Samana	M/s. Roshan Lal Ram Lal Iron & Steel Factory. M/s. Janta Engg. Works.

(1)	(2)	(3)	(4)
9 Rohtak		Bhalgarh	(1) M/s. Haryana Iron & Steel Rolling Mills, G. T. Road. (2) M/s. Reclaine Co. of India Pvt. Ltd. (3) M/s. Haryana Rang Udyog
		Kundli	M/s. Essex Farms, 17th Mile Stone, Village Kundli.
10 Sangrur		Sunam	M/s. Meenakshi Industries.

[No. F. 6/9/68-HI]

DALJIT SINGH, Under Secy.

(Department of Labour and Employment)

New Delhi, the 20th September 1969

S.O. 4014.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, No. 2, Bombay, in the industrial dispute between the employers in relation to the Union Co-operative Insurance Society Limited, 23, Sir Phirozshah Mehta Road, Fort, Bombay and their workmen, which was received by the Central Government on the 18th September, 1969.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 2
BOMBAY

REFERENCE No. CGIT-2/9 OF 1969

Employers in Relation to the Union Co-Operative Insurance Society Limited, Bombay
AND
Their workmen

PRESENT

Shri N. K. Vani, Presiding Officer.

APPEARANCES:

For the Employers: Shri T. S. Ramakrishnan, Chief Administrative Officer, Union Co-operative Insurance Society Limited, Bombay.

For the Workmen: Shri P. J. Buch, Group Secretary.

STATE: Maharashtra

INDUSTRY: General Insurance

Bombay, the 2nd September, 1969

AWARD

By order No. 25/9/69-LRIII dated 9th June, 1969, the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) referred to this Tribunal for adjudication an industrial dispute existing between the employers in relation to Union Co-operative Insurance Society Ltd. Bombay, 23, Sir Phirozshah Mehta Road, Fort, Bombay and their workmen in respect of the matter specified in the schedule as mentioned below:—

SCHEDULE

“Whether the demand of the workmen of the Union Co-operative Insurance Society Limited, 23, Sir Phirozshah Mehta Road, Fort, Bombay for increase of the quantum of bonus for the accounting years 1966 and 1967 as a result of the revision of the basic wages in terms of the award of the Arbitrator published in the notification of the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) No. S.O. 3358 dated

the 7th September, 1968, is justified? If so, to what relief are the workmen entitled?"

2. On receipt of this reference, notices were issued to the parties to file their written statement. On 21st July, 1969, the Chief Administrative Officer of the Union Co-operative Insurance Society Ltd., Bombay gave application for obtaining 4 weeks time for filing the statement.

3. On 13th August, 1969, Shri K. S. B. Pillai, Joint Secretary of the All India Insurance Employees' Association informed this Tribunal under his letter dated 12th August, 1969 as follows:—

"The above dispute regarding payment of additional bonus to the employees of the Union Co-operative Insurance Society Ltd. for 1966 and 1967 to which the workmen are entitled consequent upon the Award dated 31st August, 1968 of the Arbitrator Shri Salim M. Merchant published in the Government Gazette No. 38 dated 21st September, 1968 as per notification of the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) No. S.O. 3358 dated 7th September, 1968, has been referred to your Honour for adjudication *vide* Government of India Ministry of Labour, New Delhi, reference No. 25/9/69-LRIII dated 9th June, 1969.

In respect of the notice under reference issued to us to file written statement of claims, we beg to submit to Your Honour that the management has paid the bonus under dispute. As the demand of the workmen is satisfied, we do not desire to pursue the reference and hence it is prayed that the reference may be disposed of accordingly."

4. As the above mentioned letter was sent by one party only and as the Union Co-operative Insurance Society Ltd., Bombay, was not a party to it this reference was fixed for hearing on 1st September, 1969.

5. On 1st September, 1969, Shri T. S. Ramakrishnan, Chief Administrative Officer of the Union Co-operative Insurance Society Ltd., Bombay and Shri P. J. Buch, Group Secretary on behalf of the All India Insurance Employees' Association appeared before me. Each one of them has filed a separate 'pursis'.

6. The Chief Administrative Officer of the Union Co-operative Insurance Society Ltd., has filed 'pursis' at Ex. 1/E as mentioned below:—

"The parties to the reference beg to submit as follows:—

1. That subsequent to the order of reference, the Employer i.e. the Union Co-operative Insurance Society Ltd., has paid the Bonus for the year 1968 including the Bonus on the arrear basic salary drawn for 1966 and 1967 in 1968 as per the scales awarded by the Hon'ble Arbitrator in the Award dated 31st August, 1968 without prejudice."

7. Shri P. J. Buch, Group Secretary on behalf of All India Insurance Employees' Association, Bombay has filed 'pursis' at Ex. 2/W as mentioned below:—

"The Association beg to submit as follows:—

1. That subsequent to the order of reference, the Employer i.e. The Union Co-operative Insurance Society Ltd. has paid the Bonus for the year 1968 including the Bonus on the arrear basic salary of the years 1966 and 1967 drawn in 1968 as per the scales awarded by the Hon'ble Arbitrator in the Arbitration Award dated 31st August, 1968."

8. From the two documents i.e. Ex. 1/E and 2/W coupled with the letter of the Joint Secretary of the All India Insurance Employees' Association dated 12th August, 1969, it is crystal clear that the Union Co-operative Insurance Society Ltd. has paid the bonus for the year 1968 including the Bonus on the arrear basic of the years 1966 and 1967 drawn in 1968 as per the scales awarded by the Hon'ble Arbitrator in the Arbitration Award dated 31st August, 1968 and that the dispute regarding arrears of bonus for the years 1966 and 1967 no longer subsists. In view of this I hold that the demand of the workmen of the Union Co-operative Insurance Society Ltd., Bombay for increase of the quantum of bonus for the accounting years 1966 and 1967 as a result of the revision of the basic wages in terms of the Award of the Arbitrator published in the notification of the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) No. S.O. 3358, dated the 7th September, 1968 was justified and that the relief to which they were entitled has already been given to them.

9. In the end I pass the following order:—

ORDER

1. It is hereby declared that the demand of the workmen of the Union Co-operative Insurance Society Limited, 23 Sir Phirozshah Mehta Road, Fort, Bombay for increase of the quantum of bonus for the accounting years 1966 and 1967 as a result of the revision of the basic wages in terms of the Award of the Arbitrator published in the notification of the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) No. S. O. 3358 dated the 7th September, 1968 is justified and that the relief to which they are entitled is already given to them as they have already received the amount.
2. 'Pursis' at Ex. 1/E and Ex. 2/W to form part of this Award.
3. Award is made accordingly.
4. No order as to costs.

(Sd.) N. K. VANI, Presiding Officer,
Central Govt. Industrial Tribunal No. 2, Bombay.

BEFORE SHRI N. K. VANI HON'BLE CENTRAL GOVERNMENT
INDUSTRIAL TRIBUNAL

REF. No. CGIT-2/9 OF 1969

Employer: The Union Coop. Insurance Society Ltd.

AND

Their workmen represented by the All India Insurance Employees' Association.
May it please your Honour:

The Parties to the reference beg to submit as follows:

1. That subsequent to the order of reference, the Employer i.e. the Union Cooperative Insurance Society Ltd. has paid the Bonus for the year 1968 including the Bonus on the arrear basic salary drawn for 1966 and 1967 in 1968 as per the scales awarded by the Hon'ble Arbitrator in the Award dated 31st August, 1968 without prejudice.

Bombay, the 1st September, 1969.

(Sd.) Illegible.

Chief Administrative Officer for the Union Coop. Ins. Socy. Ltd.

BEFORE SHRI N. K. VANI HON'BLE CENTRAL GOVERNMENT INDUSTRIAL
TRIBUNAL.

REF. No. CGIT-2/9 OF 1969

Employer: The Union Cooperative Insurance Society Ltd.

AND

Their workmen represented by the All India Insurance Employees' Association.
May it please your Honour:

The Association beg to submit as follows:

1. That subsequent to the order of reference, the Employer i.e. The Union Co-operative Insurance Society Ltd., has paid the Bonus for the year 1968 including the Bonus on the arrear basic salary of the years 1966 and 1967 drawn in 1968 as per the scales awarded by the Hon'ble Arbitrator in the Arbitration Award dated 31st August, 1968.

(Sd.) P. J. BUCH, Group Secy,

1st September, 1969.

On behalf of All India Insurance Employees' Association, Bombay.

[File No. 25/9/69-LRIII(LRI).]

New Delhi, the 23rd September 1969

S.O. 4015.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta in the industrial dispute between the employers in relation to the Punjab National Bank Limited and their workmen, which was received by the Central Government on the 12th September, 1969.

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA.

REFERENCE NO. 45 OF 1969

PARTIES:

Employers in relation to the Punjab National Bank Ltd.,
AND
Their Workmen.

PRESENT:

Shri B. N. Banerjee, Presiding Officer.

REFERENCE:

On behalf of Employers.—Shri A. Roy Choudhury, Staff Officer.

On behalf of Workmen.—Shri K. L. Mukherjee, General Secretary, Punjab National Bank Employees' Union.

STATE : West Bengal

INDUSTRY: Banking

AWARD

By Order No. 23//106/68-LR-III, dated May 29, 1969, the Government of India, in the Ministry of Labour, Employment and Rehabilitation, (Department of Labour and Employment), referred the following industrial dispute between the employers in relation to the Punjab National Bank Limited and their workmen, to this Tribunal, for adjudication, namely:—

"Whether the management of the Punjab National Bank Limited, 18A, Brabourne Road, Calcutta was justified in posting Shri S. N. Majumdar as Special Assistant with effect from the 26th February, 1968 in supersession of Shri K. M. Debnath? If not, to what relief is Shri K. M. Debnath entitled and from what date?"

2. There was a written statement filed each on behalf of the workmen as well as the management and to-day was fixed as peremptory date of hearing. At the peremptory hearing, there was a joint petition of compromise filed before this Tribunal settling the dispute entirely.

3. Now that the dispute has been settled in terms of the petition of compromise, I pass an award in terms thereof. Let the petition of compromise form part of this award.

Dated, the 9th September 1969.

(Sd.) B. N. BANERJEE,
Presiding Officer.

BEFORE THE PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA.

IN THE MATTER OF REFERENCE NO. 45 OF 1969

AND

IN THE MATTER OF AN INDUSTRIAL DISPUTE

BETWEEN

Punjab National Bank, Head Office, Parliament Street, New Delhi with its Assistant General Manager's Office at 18A, Brabourne Road, Calcutta.

AND

Shri Kali Mohan Debnath, represented by Punjab National Bank Employees' Union 9, Lindsay Street, Calcutta.

Joint petition of Compromise

It is respectfully submitted by both the parties i.e. the employers: Punjab National Bank and the Union: Punjab National Bank Employees' Union representing the workman as under:

1. That the case is fixed for hearing before the Hon'ble Tribunal on the 9th September, 1969.

2. That both the parties without prejudice to their respective stands have resolved the dispute amicably after mutual negotiations on the following terms:

Terms of Settlement:

- (i) That after absorption of two existing additional special assistants in two Calcutta offices against permanent vacancies, Bank agrees to promote against suitable vacancies Shri G. M. Sircar and Shri K. M. Debnath of B. O. Bazaar and B.O. Chowringhee Square, Calcutta, respectively provided their priority position and eligibility as at present remain undisturbed in the following year and Shri G. M. Sircar is not retired from Bank's services in the meanwhile.
- (ii) That both parties to the dispute *viz.* Bank and the Union agree to file a copy of this Settlement before the Hon'ble Tribunal to whom an industrial dispute in this matter is pending.

That in the circumstances the parties herein concerned beg to pray that this Hon'ble Tribunal may graciously be pleased to accept the compromise and pass the Award in terms hereof.

And for this act of kindness your humble petitioners shall ever pray.

Dated this Eighth day of September One Thousand Nine Hundred Sixty-nine.

For the Workman

For Punjab National Bank

(employers)

(Sd.) G. R. BAMBA,

Astt. General Manager.

(Sd.) K. L. MUKHERJEE, General Secretary,

Punjab National Bank Employees' Union,

Workman concerned

(Sd.) K. M. DEBNATH,

Calcutta:

The 8th September, 1969.

[No. 23/106/68/LRIII.]

New Delhi, the 24th September 1969

S.O. 4016.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1957), the Central Government hereby publishes and following award of the Central Government Industrial Tribunal, Calcutta, in the industrial dispute between the employers in relation to Messrs Premier Insurance Company Limited, Calcutta and their workmen, which was received by the Central Government on the 18th September, 1969.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE NO. 46 OF 1969

PARTIES:

Employers in relation to Messrs Premier Insurance Company Limited, Calcutta,

AND

Their workmen

PRESENT:

Shri B. N. Banerjee, Presiding Officer.

APPEARANCES:

On behalf of Employers: Shri S. D. Banerjee, Bar-at-Law and
Shri D. N. Das, Bar-at-Law.

On behalf of Workmen:

Shri Bhupen Das, General Secretary, General Insurance Employees' Association, Eastern Region.

STATE: West Bengal

INDUSTRY: Insurance

AWARD

By Order No. 25/44/68-LRIII, dated May 24, 1969, the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), referred the following industrial dispute between the employers in relation to Messrs Premier Insurance Company Limited, Calcutta, and their workmen, to this Tribunal, for adjudication, namely:

"Whether the action of the management of Messrs Premier Insurance Company in Transferring Shri M. P. Lonappan, a workman of the Company, from Calcutta to Bombay in February 1968 was justified? If not to what relief is he entitled?"

2. The parties filed their written statements and on the date of preemtory hearing led evidence and exhibited documents. During the course of argument, however, the parties took a reasonable frame of mind and entered into a compromise settling their dispute. In token of the compromise they have filed a petition of compromise before this Tribunal. In my opinion, the terms contained in the petition of compromise are lawful and completely settles the dispute.

3. I, therefore, pass an award in terms of the settlement. Let the petition of compromise form part of this award.

Dated, September, 15, 1969.

(Sd.) B. N. BANERJEE, Presiding Officer.

**BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,
CALCUTTA**

REFERENCE NO. 46 OF 1969

PARTIES

Employers in relation to M/s. Premier Insurance Co. Ltd., Calcutta.

AND

Their workmen, represented by the General Insurance Employees' Association, Calcutta.

The humble petition of the petitioners above named most respectfully state that the dispute in the above matter has been settled on the following terms:

1. The workman, Shri M. P. Lonappan, agrees to accept the order of transfer to Bombay and shall join the Bombay office on 1st of November, 1969.

2. He will get an increase in his wage by Rs. 50/- (Fifty) per month after he joins Bombay office.

3. He will get a lump sum of Rs. 1,500/- by way of back wages in full and final settlement of all his claims.

4. Second class Railway fare for journey from Calcutta to Bombay will be paid by the Company by the Calcutta office.

5. His leave salary for April, 1968 will be paid.

6. The company will arrange for his accommodation at Bombay.

7. All payments excepting the railway fare mentioned in clause 4 will be paid to the workman within 7 days of his joining the Bombay office.

The petitioners, therefore pray that an award in terms of the compromise may be given.

(Sd.) BHUPEN DAS,

General Secretary, General Insurance Employees' Association, Eastern Region.

(Sd.) Illegible,

General Manager, Premier Insurance Company Ltd., Calcutta.

Dated, September 15, 1969.

[No. F. 25/44/68-LRIII(LRI).]

S. S. SAHASRANAMAN, Under Secy.

(Department of Labour and Employment)

New Delhi, the 22nd September 1969

S.O. 4017.—In pursuance of section 17 of the Industrial Disputes Act, 1947, (14 of 1947), the Central Government hereby publishes the following award of Shri O. Maheepathi, Arbitrator in the Industrial dispute between the management of Bikaner Gypsum Limited, Bikaner and their workmen which was received by the Central Government on the 15th September, 1969.

ARBITRATION AWARD UNDER SECTION 10A OF THE INDUSTRIAL
DISPUTES ACT, 1947

Before Shri O. Maheepathi, Deputy Chief Labour Commissioner (Central) and Arbitrator.

Arbitration in the industrial dispute,

BETWEEN

M/s. Bikaner Gypsum Ltd., Bikaner

AND

Their workmen represented by (i) Rashtriya Gypsum Karamchari Sangh and (ii) Gypsum Mine Workers Union, Jamsar, Bikaner.

PARTIES:

Representing employers: Bikaner Gypsum Ltd., Bikaner.

1. Shri H. Choudhury, Agent
2. Shri B. C. Mukherji, Resident Manager
3. Shri A. K. Mukharjee, Personnel Manager.

Representing workmen: (i) Rashtriya Gypsum Karamshari Sangh: Shri Dilbagh, Vice-President 2. Shri C. L. Tak, Executive Committee Member.

(ii) Gypsum Mine Workers Union, Jamsar. 1. Shri V. N. Gupta, Secretary 2. Shri Jawaharlal Ajmani, Executive Committee Member.

By an arbitration agreement under Section 10A of the Industrial Disputes Act, 1947 signed on the 29th May 1968 by the Agent & Resident Manager, Bikaner Gypsum Ltd., Bikaner on the one hand and the Secretary, Gypsum Mine Workers Union, Jamsar (hereinafter mentioned as the Union) and the Vice-President, Rashtriya Gypsum Karamchari Sangh, Jamsar (hereinafter referred to as the Sangh) on the other, certain matters in disputes mentioned in Annexure 'A' to that agreement were referred to my arbitration. The arbitration agreement was published by the Government of India under their notification S.O. 2278 dated 22nd June 1968 in the Gazette of India Part II Section 3 sub-section (ii) dated 29th June 1968. In the arbitration agreement, the parties agreed that the decision of the arbitrator shall be binding on them and that I shall make my award within a period of 9 months or within such further time as is extended by mutual agreement between the parties in writing. In view of the large number of cases involved in the dispute, the parties, by further agreements dated 16th March 1969 and 27th August 1969, agreed to extend the period within which I shall give my award up to 10th September, 1969.

2. On receipt of the arbitration agreement, the parties were requested to file their statements within 10 days, but extension of time was sought for by the parties from time to time and in view of the fact that the specific matters in dispute related to a large number of cases, the requests of the parties were accordingly granted and their final statements were filed before me by the end of November 1968. On receipt of the statements/rejoinders, hearing of the parties was fixed at Bikaner on 23rd December 1968 but the same had to be postponed to 6th January 1969 at their request. Accordingly the arbitration hearing in the case was held on 6th & 7th January 1969 and thereafter a number of hearings were held at Bikaner and New Delhi, the last one being on 27th August 1969 at Bikaner.

3. The specific matters in dispute as contained in Annexure 'A' to the agreement concerned as many as 176 cases enunciated in 84 demands relating to increments, promotions, revisions of scales etc. Before dealing with these individual issues in detail, it is necessary to give, in brief, the background leading to the dispute. M/s. Bikaner Gypsum Ltd., is a company incorporated under the Companies Act and is engaged in the mining of gypsum in the State of Rajasthan since 1947. On 20th August 1960, a long-term settlement was arrived at between the management and their workmen represented by the Gypsum Mine

workers Union which was then recognised by the management as the sole bargaining agent on behalf of the workmen. Under this settlement, the grade structure, dearness allowance and other conditions of service of the workmen were settled on a long-term basis and the settlement was to be in operation for a period of five years i.e. up to 31st March 1965. During the period of operation of this settlement, another union by name "Rashtriya Gypsum Karamchari Sangh" came into existence some time in 1964 and in the year 1966, the Sangh also came to be recognised by the management. Thus there are now two unions recognised in the establishment. On the expiry of the 1960 long-term settlement, both the union and the Sangh began pressing the management for giving relief to workmen in respect of pay scales etc. but no immediate long-term settlement could be arrived at. Owing to the persistent demands of the union and the Sangh, the management however issued three office orders, two on 6th October 1966 and the third on 17th March 1967 granting increments and promotions to some workmen and revising the grade structure of all categories of employees. Not satisfied with these executive orders issued by the management, both the Sangh and the Union submitted demand notices on the management in August and September 1967. After prolonged negotiations, a long-term settlement was arrived at between the parties with the assistance of the Regional Labour Commissioner (Central), Ajmer on 2nd October 1967 and this settlement was to be in operation for a period of 5 years from 1st October 1967 i.e. up to 30th September 1972. In this settlement, the parties had agreed to revise the grade structure and also about the fitment of the existing employees in the revised scales as per Annexure 'A' and 'B' to that settlement. Other matters covered in the settlement were dearness allowance, gratuity rules, promotion and grievance procedures, code of discipline etc. Under Article III of the settlement concerning grade structure, the parties had also agreed that the "alleged individual grievances and anomalies as submitted by the Sangh and the Union, vide their letters No. RGKS/88/67 dated 4/17th August 1967 and BK/102/14 dated 8th September 1967 & BK/113/14 dated 25th September 1967" shall be referred to the arbitration of Shri I. B. Sanyal, Deputy Chief Labour Commissioner (Central), New Delhi whose decision shall be final and binding on all the parties. For one reason or another, the services of Shri Sanyal were not available to the parties to act as arbitrator. They therefore chose me to act as arbitrator to settle the disputes concerning individual grievances and anomalies which have been mentioned in the settlement dated 2nd October 1967 and reproduced in Annexure 'A' to the present arbitration agreement dated 29th May 1968 and I have to give my award in respect of these matters.

4. According to the Union and the Sangh, these cases of individual grievances and anomalies have arisen as a result of the management granting increments and promotions to certain employees without due regard to seniority, rate of pay of the employees etc. In particular, they mentioned the office orders issued by the management in October 1966 and March 1967. By an office order No. A/2-5696/19 dated 6th October 1966, the Agent & Resident Manager of the company ordered certain promotions and increments to clerks and supervisors, pump attendants and laboratory boys and step increments to clerks and supervisors. With regard to the promotions and increments ordered in respect of pump attendants and laboratory boys, no anomalies have been reported. In the case of clerks and supervisors, however, a large number of anomalies have been reported by the Sangh and the Union. By this office order, the clerks and supervisors who had reached the maximum of their grade (Rs. 75—130) were promoted as senior clerks/assistant foremen in the then existing grade of Rs. 100—200 with effect from 1st October 1966. They were also granted step increments commensurate with the number of years they had been blocked at the maximum of their grades and their pay was fixed in the new grade by giving them the number of increments commensurate with the number of years for which they were blocked at the maximum of their previous grade. This order had benefited 8 supervisors and 2 clerks. In the same order, the clerks and supervisors who were drawing a basic salary of Rs. 95/- per month (i.e. the stage at which efficiency bar had to be crossed in the scale of Rs. 75—5—95—EB—7—130) and above were sanctioned one step special increment in their grade with immediate effect thereby benefiting 8 clerks and 17 supervisors. It was however stated in that order that they will receive their next increment on the due dates of their increments. By another office order No. A/2-5697/19 dated 6th October 1966, certain promotions were ordered to take effect from 1st October 1966 in respect of compounders, supervisors (sampling), head chowkidars, carpenter, pump attendant and helpers and fitters. In the office order No. A/2-10275/2019 dated 17th March 1967, the scales of pay of all workmen/employees of the company were revised with effect from 1st April 1967. In this connection, it

may be mentioned that the revision effected was mainly aimed at elongating the then existing scales of pay so that those who had reached the maximum of their grades may get annual increments. By the same order, anomalies in salaries of certain employees were sought to be removed and the cases of those who had reached the maximum of the then existing grades were reviewed and their pay relaxed in the new grades. As a result of the memorandum of settlement dated 2nd October 1967, the grade structure which was unilaterally revised by the management by office order of 17th March 1967 was further revised with effect from 1st October 1967. Consequent on these revisions of grade structure, granting of increments and promotions, some more anomalies had crept in. Some anomalies which came to light in respect of certain categories such as helpers, drivers and senior peons have been amicably settled by the parties through a memorandum of settlement dated 14th October 1968.

5. With this background, I shall now deal with the individual cases of grievances and anomalies brought up by the Sangh and the Union in the order in which they have been reproduced in Annexure 'A' to the arbitration agreement.

Demands submitted by the Rashtriya Gypsum Karamchuri Sangh

Demand No. 1.—Whether the demand of the Sangh that one step increment should be given to S/Shri Deen Dayal Singh, Asst. Foreman (Loading), Chait Ram, Asst. Foreman (Quarry), Roshan Khan, Diesel Mechanic and Abdul Hamid, Lathe Mistry with effect from 1st October 1966 and one step increment should be given to Shri Naunihal Singh, Asst. Foreman (Loading) from 1st August 1966 is justified and if so, to what relief they are entitled?

6. The facts of the case are that S/Shri Deen Dayal Singh and Chait Ram were previously supervisors in the grade of Rs. 75—130 and had reached the maximum of their grade on 1st April 1964 and 17th May 1964 respectively. In pursuance of the office order of 6th October 1966, these two employees along with others were promoted as Asst. Foremen in the grade of Rs. 100—200 w.e.f. 1st October 1966 and their basic pay as on that date was fixed at Rs. 150/- after giving them due increments for the number of years they were blocked at the maximum of their previous grade. By office order dated 17th March 1967, their next date of increment was fixed as 1st June 1967. The Sangh's contention is that by the latter office order, the date of increment of S/Shri D. D. Singh and Chait Ram was extended by 2 months instead of 1st April 1967 while the dates of increment of some other employees like Shri R. D. Kajaria were advanced by 2 months i.e. instead of August 1967, their increment has been given from June 1967. On examination of all the facts, I find that the dates of increment fixed by the management in their executive order dated 17th March 1967 in respect of S/Shri D. D. Singh and Chait Ram were arbitrary giving rise to anomalies. Further when these employees who had reached the maximum of the previous grade were given all the increments for the number of years they were blocked at the maximum of their previous grade, on their promotion to the next higher grade, there is no reason why their original dates of increment should not be maintained as they were. I therefore feel that there is justification in the Sangh's demand, but I do not think that remedy lies in granting one step increment, as it would lead to further demands and anomalies. I therefore decide that these two workmen should be given their increments in the Asst. Foreman's scale on the due dates of their increment in their previous scale of pay from 1967 onwards.

7. With regard to S/Shri Roshan Khan, diesel mechanic and Abdul Hamid, lathe mistry, the demand of the Sangh is that they should be given one step increment w.e.f. 1st October 1966, when they were promoted to those posts. The demand is based on the ground that such one step increments have been granted to others at the time of promotion and that these two workmen were the fittest to be promoted but their promotion was delayed. Shri Roshan Khan was drawing Rs. 111/- in the scale of Rs. 70—118 from 17th June 1965. He was promoted as diesel mechanic from 1st October 1965 in the scale of Rs. 115—205 and was fixed at the minimum of the scale viz. Rs. 115/- and his pay as on 1st October 1966 was Rs. 125/-. On revision of the grade structure of diesel mechanics to Rs. 130—275, he was fitted again at the minimum of the scale from 1st April 1967 and was granted due increment on 1st October 1967 raising his pay to Rs. 140/-. In pursuance of the memorandum of settlement dated 2nd October 1967, he was given a step increment and his salary was fixed at Rs. 150/- from 1st October 1967. In view of the above, the Sangh's demand for one more step increment from 1st October 1966 is not justified. Similar is the case in respect of Shri Abdul Hamid and I see no justification for the demand of the Sangh for granting one step increment to him w.e.f. 1st October 1966.

8. With regard to Shri Naunihal Singh, Asst. Foreman (Loading), the Sangh's demand for grant of one step increment from 1st August 1966 is based on comparison with Shri B. N. Gupta. While Shri Gupta was promoted to the post of Asst. Foreman (Loading) on 1st July 1964 and was fixed at Rs. 130/- in the grade of Rs. 100—200, Shri Singh was promoted to that post from 1st August 1965 when he was receiving Rs. 130/- and he was fixed in the new grade at Rs. 140/-. When Shri Singh was given one step increment on his promotion, Shri Gupta had also claimed the same and he was accordingly given one step increment and his pay was re-fixed at Rs. 140/- w.e.f. 1st July 1964. In view of the fact that these promotions were effected long back and their pay re-fixed and having regard to the fact that both the employees were given one additional increment on the dates of their promotion, I see no reason to interfere with the existing wage structure. With regard to the claim of the Sangh that Shri N. N. Singh should also have been promoted along with Shri Gupta on 1st July 1964, I cannot comment because the promotions were said to have been effected on the basis of selection and availability of vacancies and as this question does not form part of the terms of reference. Further, I notice that the fact of earlier promotion of Shri B. N. Gupta from 1st July 1964 and Shri N. N. Singh from 1st August 1965 has also been reflected in Annexure 'B' to the memorandum of settlement dated 2nd October 1967 according to which there is one increment difference between Shri Gupta (Rs. 175) and Shri Singh (Rs. 162.50) as on 1st October 1967. I also find that Shri Gupta is senior to Shri Singh in service and the difference in pay as Asst. Foreman (Loading) is only one increment. Thus there is no justification in the Sangh's demand in this case.

Demand No. 2.—Whether the demand of the Sangh that Shri Goverdhan, Mate should be given one step increment is justified and if so, to what relief he is entitled.

9. The main contention of the Sangh is that Shri Goverdhan was senior to S/Shri Ghulam Shah and Rahim Shah and the latter are getting more pay than Shri Goverdhan and hence he should be given one step increment w.e.f. 1st April 1960. The management explained that Shri Ghulam Shah and Rahim Shah had qualified themselves as mining mates and had obtained statutory competency certificates under the Metalliferous Mines Regulations and have been placed in the grade of mining mate i.e. Rs. 75—160 but Shri Goverdhan was not so qualified and he is therefore still continuing as mate in the grade of Rs. 45—70. They further stated that there are other senior mates than Shri Goverdhan and any increment to him would upset the wage structure. In view of the fact that the claim of the Sangh goes back to 1960 and all cases of anomalies arising out of previous actions were reported to have been rectified as a result of discussions between the management and the then recognised union, I see no justification to reopen the case.

Demand No. 3.—Whether the demand of the Sangh that S/Shri Ramjan, Sudharshan & Shaitan Singh, Mazdoors, should have been promoted as Helpers with effect from 1st October, 1966, instead of 1st October, 1967 is justified and if so, to what relief they are entitled.

10. The main ground on which the Sangh has demanded that the above-mentioned mazdoors should be promoted as helpers w.e.f. 1st October 1966 was that some others junior to them have been promoted by the management through office order dated 17th March 1967 without any test and without following the procedure laid down in the promotion and selection rules. It is true that the management by their office order dated 17th March 1967 had ordered the promotion of S/Shri Surajbhan Sain (3rd April 1964), Faizu (30th July 1956), Prem Singh (30th July 1956), Hir Singh (16th January 1957) and Ali Shah (25th August 1958), vide para 4.12 and Ramjan (1st December 1962), vide para. 4.17, mazdoors as helpers w.e.f. 1st October 1966 (The date in brackets indicates the date of their appointment as mazdoor). The dates of appointment as mazdoors of S/Shri Ramjan, Sudharshan and Shaitan Singh are 28th August 1956, 16th February 1957 and 1st January 1962 respectively. For this, it will be seen that S/Shri Surajbhan Sain and Ramjan were junior to the persons whose cases have been espoused by the Sangh.

11. The Union also, vide its demand No. 1 (items 33—45), had demanded the promotion of the following mazdoors as helpers on similar grounds:—

33. Shri Ramoo	.	.	.	.	.	30-7-56
34. Shri Liladhar	.	.	.	.	.	1-6-51
35. Shri Sidhuram	.	.	.	.	.	6-5-53
36. Shri Khanaram	.	.	.	.	.	2-4-54
37. Shri Gangaram	.	.	.	.	.	30-7-56

38. Shri Abdul Shah	.	.	.	.	25-8-58	Retrenched	w.e.f. 13-11-67.
39. Shri Dhama Ram	.	.	.	.	25-8-58	Do.	
40. Shri Narasiram	.	.	.	.	3-4-62	Do.	
41. Shri Hukmaram	.	.	.	.	8-4-64	Do.	
42. Shri Rahumatali	.	.	.	.	3-6-58	Do.	
43. Shri Shaitan Singh	.	.	.	.	1-1-62	Do.	
44. Shri Giridhari	.	.	.	.	15-11-56	Do.	
45. Shri Bux Khan	.	.	.	.	30-7-56	Do.	

12. Though the management had at one stage stated that the promotions made w.e.f. 1st October 1966 were as a result of calling for applications and holding tests, they later on did not rely on it as it was found that certain mazdoors who were promoted by executive order were not found in the selection list. According to management, an advertisement was issued on 11th March 1966 calling for applications from mazdoors for the post of helpers and tests and interviews were held by the selection committee. 19 mazdoors applied for the post out of whom 13 were selected. Of the 13 selected, one of the mazdoors mentioned by the Union at S. No. 41, Shri Hukmaram was also there. With regard to the other 12 mazdoors, it is not known as to whether they had applied and they were not found suitable by the selection committee. The union, however, contended that they had applied but were not called for interview. No documentary evidence has however been put forward before me. The management stated that if they had applied, they would have been called for interview. According to the selection committee, the following 13 persons were selected on 15th March 1966:—

T. No.	Promoted w.e.f.
1. Shri Maggaram	2210 1-3-66
2. Shri Kishanlal	2256 Do.
3. Shri N. Tikoo	2108 Do.
4. Shri Alam Shah	2120 Do.
5. Shri Naularam	2069 Do.
6. Shri Krishna	2214 Do.
7. Shri Rakhu Khan	2262 Now not in service
8. Shri Bishal Singh	2261 1-3-66
9. Shri Joria	2217 Do.
10. Shri Faizu Shah	2264 Do.
11. Shri Hukmaram	2270* 1-10-66
12. Shri Surajbhan Sain	2271 1-10-66
13. Shri Nathu Shah	2260 1-3-66

*He was promoted only w.e.f. 1-10-67 along with others.

13. With regard to the persons who were promoted by executive order otherwise and who were not included in the selection list, the management stated that they were ordered as a result of agreement with one union or the other. From this, it is evident that the promotions effected were not entirely as a result of test and interview.

14. It is not contested on behalf of the management that there was any special test for promotion of mazdoors ordered in the office order of 17th March 1967 and in fact appreciating the need to promote all the mazdoors, the parties had agreed in Article III of the memorandum of settlement dated 2nd October 1967 that the existing mazdoors shall be given the grade of helpers w.e.f. 1st October 1967 but they will however carry out the duties of mazdoors as hitherto.

15. After the promotion of all mazdoors as helpers with effect from 1st October, 1967, the management seem to have retrenched 48 of these w.e.f. 18th November, 1967. The union had however contested this retrenchment and a reference is now pending before the Industrial Tribunal at Jaipur, the terms of reference being "whether the management of M/s. Bikaner Gypsums Ltd., Bikaner were justified in retrenching 48 workmen mentioned in the reference w.e.f. 18th November, 1967. If not, to what relief are they entitled?" vide Ministry of Labour notification No. 24/35/67-LRI dated 18th December, 1967. 22 female

helpers and 26 helpers are covered by this reference. For effecting the retrenchment, the management had taken their dates of promotion as helpers as the criterion for purposes of determining their seniority for retrenchment. Some of the workers whose claims have been pressed before me by the union have already been retrenched. Any decision that I may give will have reaction and reper-
cussion on the reference now pending before the Industrial Tribunal, Jaipur over the same issue. I therefore refrain from giving my decision in this case. The management had a total of 148 male mazdoors and 27 female mazdoors as on 1st October, 1967. While 87 of these were promoted earlier to 1st October, 1967 (3 on 1st March 1967 and 16 on 1st October, 1966), the rest were promoted on 1st October, 1967.

Demand No. 4.—Whether the demand of the Sangh that the workers named below should be promoted to the category mentioned against their name is justified and if so, to what relief they are entitled:

Sl. No.	Name of the workmen	Category in which they are working at present.	Category to which the Sangh has demanded promotion
1	Shri Chela	Helper	Shovel Attndt.
2	Shri Sakro	Helper	Shovel Attndt.
3	Shri B. L. Soni	Helper	Khalasi
4	Shri Bishal Singh	Helper	Khalasi
5	Shri Abdul Shikoor	Stationary Engine Attndt.	Generator Operator
6	Shri S. K. Bhattacharya	Draftsman	Sr. Draftsman
7	Shri N. R. Chakraborty	Shot Firer	Supervisor
8	Shri Kishan Lal	Clerk	Sr. Time Keeper
9	Shri J. R. Phulia	Clerk	Sr. Time Keeper/ Sr. Clerk.

16. Regarding various promotions ordered by the management which were taken as the basis for promotion of others by the union and the Sangh, the management in their written submissions earlier had taken the plea that they were all ordered following the Promotion, Selection and Seniority Rules of the company. But when the union submitted a number of cases which, according to them, were not dealt with in accordance with the above Rules, the management changed their stand and during the later hearings they submitted that after the expiry of the memorandum of settlement dated 20th August, 1960, there were no Promotion and Selection Rules and quite a few promotions were ordered as a result of pressures brought about by the union and the Sangh. According to the later submissions of the management, the Promotion, Selection and Seniority Rules were framed in consultation with the then recognised union in pursuance of para. 16 of 1960 settlement. According to these Rules, all vacancies are to be advertised and on receipt of applications within a stipulated date, they are to be tabulated and a Selection Committee has to make the selection. The normal practice has been to hold a test written or trade. According to the management the 1960 settle-
ment was to be in operation up to 31st March, 1965. The settlement however stood terminated from 4th July, 1965 on the expiry of the notice given by the union. Thereafter certain promotions were ordered by Joshi Award. They therefore contended that after 4th July, 1965, there were no promotion rules in existence and any promotions effected after that date were not to follow any promotion rules. The management in their further rejoinders had explained how various promotions were effected either by agreement with the union or the Sangh or on account of the exigencies of service. In the memorandum of settlement dated 2nd October, 1967, it was agreed that the proposed Selection Rules shall be framed and the matter is now under correspondence by the management with the union and the Sangh.

17. Coming to the demand of the Sangh for promotion of 9 workmen from one category to another, I do not think that I will be justified in ordering promotion of certain workmen simply because there has been a demand. The union has also demanded promotion of a number of workmen from one category to another. I shall however deal briefly with the claims of the 9 workmen put forward by the Sangh. Of these 9 workmen, the Sangh has withdrawn the cases of

S/Shri B. L. Soni and J. R. Phulia. Regarding S/Shri Chela, Sakoo, Bishal Singh, Abdul Shakoor and S. K. Bhattacharya, the management submitted that there are no vacancies in the posts to which the Sangh has demanded their promotion and that their cases will be considered as and when vacancies arise and in accordance with the Promotion and Selection Rules which are under formulation.

18. As regards Shri N. R. Chakraborty, during the discussions, it transpired that he is already working as a supervisor at weigh bridge with satisfactory service and that he is getting 20 per cent of pay as acting allowance since July 1968. His absorption as a supervisor permanently will no doubt be considered by the management.

19. Regarding the case of Shri Krishan Lal clerk for promotion as Senior time-keeper, I understand that the management has already certain proposals to create Senior clerks posts and his case will no doubt be considered by the management when those proposals are finalised.

Demand No. 5.—Whether the demand of the Sangh that the basic pay of Shri Ramjiwan and Shri A. K. Biswas, Supervisors should be fixed at Rs. 116 with effect from 1st October 1966 is justified and if so, to what relief they are entitled.

20. The Sangh has claimed fixation of pay at Rs. 116 with effect from 1st October, 1966 in respect of S/Shri Ramjiwan and A. K. Biswas on the ground that Shri M. L. Sharma who was drawing Rs. 85 prior to the executive order dated 17th March, 1967 has been given a jump up to Rs. 116. As Shri Sharma was junior to Shri Ramjiwan who was then drawing Rs. 95 and who was fixed at Rs. 102 and Shri Biswas who was drawing Rs. 85 was fixed at only Rs. 85. I consider that it will be fair to fix both Shri Ramjiwan and Shri A. K. Biswas at Rs. 116 with effect from 1st October, 1966 and I decide accordingly.

Demand No. 6.—Whether the demand of the Sangh that fixing of S/Shri Gorkha Ram and Ismail, Fitters in the revised grade vide Executive Order No. A/2-10275/19, dated 17th March, 1967, is discriminatory and should be rectified, is justified and if so, to what relief they are entitled.

21. As both Shri Gorkha Ram and Shri Ismail were promoted as Fitters w.e.f. 1st October, 1965 and were already drawing Rs. 75 at the time of the executive order dated 17th March, 1967 and as they are senior to S/Shri Shamshuddin and Barkat Ali who were promoted as fitters w.e.f. 1st October 1966 by 17th March, 1967 order and were fixed at Rs. 75 w.e.f. that date, the former two should be fixed at Rs. 80 w.e.f. 1st October, 1966 as claimed by the Sangh.

Demand No. 7.—Whether the demand of the Sangh that Shri A. K. Srimani, Blaster, should be given one step increment from 24th March, 1965, is justified and if so, to what relief he is entitled.

22. The management has stated that Shri A. K. Srimani has already been given one step increment from 24th March, 1965 on his obtaining Blaster's competency certificate. Before promotion his pay was Rs. 85 p. m. and he was fixed at Rs. 95 on promotion in March, 1965. His pay on 1st April 1967 was Rs. 109. As Shri Srimani was already been given two increments at the time of his promotion, the demand of the Sangh has already been conceded.

Demand No. 8.—Whether the demand of the Sangh that Shri Moda, Helper, should be promoted to the post of Peon from 1st October, 1966, is justified and if so, to what relief he is entitled.

23. In view of the fact that Shri Mulia, who was junior and was doing the same kind of work as Shri Moda has already been promoted as Peon in sampling section w.e.f. 1st October 1966, it would be fair that Shri Moda who is now working as Helper in the sampling section should also be promoted to the post of Peon with effect from the same date, and following the same principle as was followed in the case of Shri Mulia and I decide accordingly.

Demand No. 9.—Whether the demand of the Sangh that the Head Chowkidars should not be given work of chowkidar, is justified or not.

24. The demand of the Sangh is that the head chowkidars should not be given work of chowkidars. They alleged that contrary to the understanding given to them the management has been allotting duties of chowkidars to the head chowkidars also. The management on the other hand denied that there was any such understanding and stated that by the office order of 6th October, 1966, two chowkidars viz. Shri Farid Khan and Shri Sher Bahadur were promoted as head

chowkidars and this had led to discontentment amongst the other chowkidars who were senior and that as most of the chowkidars in the service of the company had reached the maximum of their grades and to settle all disputes in this connection, all the other chowkidars were also placed in the grade of 'senior chowkidar' by the office order of 17th March, 1967 and it was also made clear in that order that the duties of the senior and head chowkidars will be primarily that of chowkidar, in addition to the duties that might be assigned to them from time to time. They also contended that the allotment of duties is primarily the management's function and the chowkidars are required to do the duties allotted to them. They did not agree to create another supervisory cadre between the Security Inspector and the chowkidars which will create unnecessary complications and heart-burning.

25. The union, vide its demand No. 15, had also demanded that the duties of all chowkidars in the watch and ward section at Jamsar mines irrespective of their seniority etc. should be fixed on rotation basis and this demand was based on the ground that certain senior chowkidars belonging to the Sangh monopolised certain places of duties with favouritism. The union therefore demanded that suitable directions be given that the duties of all chowkidars in the watch and ward section irrespective of their seniority should be fixed on rotation.

26. In support of the rival contentions both the Sangh and the Union adduced their own evidences, and a witness was also brought before me to give evidence. The Sangh produced Shri Sher Bahadur, head chowkidar as its witness. His statement was recorded and he was cross-examined by the management and the union representatives. In his evidence Shri Sher Bahadur had stated that he has been doing the duties of head chowkidar and that he has no grievance in this regard. The Sangh also said that they accept his statement and as far as he is concerned, there is no dispute. They however stated that the other head chowkidar had a grievance but he was unwilling to come to depose or give evidence. The management has been maintaining that the duties of chowkidar and head chowkidar are the same. According to management, before the promotion Shri Sher Bahadur has been performing the duties of a chowkidar such as watching the company's property at different places by rotation in different shifts. After promotion as head chowkidar, he has been performing the following duties:—

- (a) Informing the chowkidars daily about the allocation of duties.
- (b) Distribution of kerosene oil to the chowkidars.
- (c) Arranging relieving hands under the instructions of the Security Inspector in place of absentees.
- (d) Guarding company's cash on the date of visit of Paymaster at the time of distribution.
- (e) Recording overtime work of the chowkidars daily.

The other head chowkidar has been posted to work at the weigh bridge and has been continuing to do those duties. These head chowkidars also work in place of other chowkidars and do overtime work.

27. In view of the foregoing and as Shri Sher Bahadur has no grievance regarding his duties and as the other head chowkidar did not adduce any evidence, I do not see any reason as to why I should interfere with the existing pattern of allotment of duties amongst head chowkidars and senior chowkidars. The existing pattern shall therefore continue.

Demand No. 10.—Whether the demand of the Sangh that the grades of Junior Stenographer, Senior Clerks, Sub-Overseer, Assistant Foreman (Quarry), Draftsman, Driver 'A', Assistant Foreman (Loading), Incharge (Water Supply) and Senior Time Keeper should be the same as that of Security Inspector is justified.

28. The scale of pay of Junior Stenographers, Senior Clerks, Sub-Overseers, Assistant Foreman (Quarry), Draftsman, Driver 'A', Assistant Foreman (Loading), Incharge (Water Supply) and Senior Time Keeper was Rs. 100—200 under 1960 agreement and Rs. 100—250 under office order dated 17th March 1967. The scale was revised to Rs. 100—300 in the 1967 settlement. In the latter agreement, however, a new designation of Security Inspector with a scale of pay of Rs. 160—400 was introduced and the fitment of one Shri B. L. Sharma in that scale was also agreed to by the parties. No special justification for the revision of the scale in respect of the categories mentioned in the demand on par with that of Security Inspector was made out by the Sangh. I do not therefore consider that the demand of the Sangh in this regard is justified.

Demand No. 11.—Whether the demand of the Sangh that the scale of the Chief Time Keeper should be Rs. 215—15—275—EB—20—415 is justified.

29. The demand of the Sangh is that the scale of the Chief Time Keeper should be revised to that of Rs. 215—415 as the grade of Incharge, Watch and Ward, whose designation has now been changed as Security Inspector, has been upgraded to Rs. 160—400 as against the original 1960 grade of Rs. 100—200 which was revised to Rs. 100—300 by 1967 settlement.

30. The new grade of Chief Time Keeper is Rs. 160—400 as per the 1967 settlement and this has been revised from the 1960 scale of Rs. 150—275 and the March 1967 office order scale of Rs. 160—355. The grade given to the Security Inspector was a new one both in the context of designation and the scale. I do not therefore find that the demand of the Sangh for the revision of the scale of Chief Time Keeper to Rs. 215—415 is justified.

Demand No. 12.—Whether the demand of the Sangh that in not granting one step increment from 1st October 1966 to S/Shri Mange Shah, Dhania, Goberdhan Deola, Nathu Shah and Baboo Lall, all Mates, these workers have been discriminated against and that this discrimination should be removed and they should be granted one step increment from 1st October 1966 is justified and if so, to what relief they are entitled.

31. This relates to the granting of one step increment w.e.f. 1st October 1966 to six labour mates who have been granted increments w.e.f. 1st April 1967 whereas six others were granted increments from 1st October 1966. The management's contention was that as the demand was made earlier to the settlement dated 2nd October 1967 and has been settled by that settlement it cannot be reopened but in view of the provision for arbitration of individual grievances and anomalies contained in the settlement dated 2nd October 1967 as explained earlier, the management's contention that they have been covered and settled by the agreement dated 2nd October 1967 cannot be accepted. From the persual of service records, I did find that there has been some discrimination in the granting of increments and I do not see any reason as to why these six workmen should also not be granted one step increment from 1st October 1966 as in the case of six others. I however notice that out of these six, three have already resigned and left the service of the company. The other three namely S/Shri Mange Shah, Goberdhan and Baboo Lal shall be granted one step increment w.e.f. 1st October 1966.

Demand No. 13.—Whether the demand of the Sangh that the Helpers named below should be given one step increment from 1st March 1966, is justified and if so, to what relief they are entitled:—

(1) S. No. Name of the workman

- (1) Shri B. L. Soni
- (2) Shri Sarwar Khan
- (3) Shri Maela
- (4) Shri Nathu Shah
- (5) Shri Bishal Singh
- (6) Shri Rakhu Khan
- (7) Shri Faizu Shah
- (8) Shri Ganesh Pd.
- (9) Smt. Ram Behari
- (10) Shri Alam Shah
- (11) Shri Hussenia
- (12) Shri Bheri
- (13) Shri Mohnood Shah
- (14) Shri Pokar
- (15) Smt. Abdual Shah
- (16) Shri Haji Shah
- (17) Sbr. Dilel Shah
- (18) Shri Mozan Shah
- (19) Shri Noor Shah
- (20) Shri Abdul Qadir
- (21) Shri Mala Singh
- (22) Shri Chhotu Khan
- (23) Shri Ram Behari
- (24) Shri Baj Nath Shukla

32. The main contention of the Sangh was that S/Shri Akoora, Mangtu, Kalu Ram and Ncema Ram, mazdoors, were promoted to the post of helper in July 1967 with retrospective effect from 1st March 1967 and they have been given a basic salary of Rs. 1.23 paise per day i.e. one additional step increment in the grade of Rs. 1.19 paise —0.04-1.75 paise per day without any test. The Sangh, therefore, demands that the 24 helpers listed in the demand should also get their one step increment from 1st March 1966 as they were all promoted as helpers on that date and on 1st October 1966, they were given a basic salary of Rs. 1.19 paise in that grade after a test was held before the Promotion and Selection Committee. This matter has been discussed by the union and the Sangh with the management and a memorandum of settlement was arrived at on 14th October 1968 which has been filed before the appropriate authorities under Rule 58 of the Industrial Disputes (Central) Rules. In view of that settlement, no further relief is considered necessary in this case.

Demand No. 14.—Whether the demand of the Sangh that the probationary period of S/Shri Pokar Daleel Shah, Noor Shah, Hazi Shah and Abdul Shah should not have been extended by six months is justified and if so, to what relief they are entitled.

33. The Sangh alleges that the probationary period of the above five helpers has been extended by six months whereas in respect of some others no such extension was ordered and they were confirmed on their respective posts and demands that these persons should also be deemed to have been confirmed in their respective posts after the expiry of six months from the date of their promotion i.e. 1st October 1966. The management contended that these persons were promoted on 20th June 1967 with retrospective effect from 1st October 1966 and they have been confirmed on 1st October 1967. In view of the fact that S/Shri Suraj Bhan, Hir Singh, Faizu, Prem Singh and Ali Shah who were promoted as helpers w.e.f. 1st October 1966 by office order of 17th March 1967 were confirmed w.e.f. 1st April 1967, the five workers in question should also be confirmed w.e.f. 1st April 1967.

Demand No. 15.—Whether the demand of the Sangh that Shri N. N. Singh, Assistant Foreman (Loading), should be granted cash handling allowance @ Rs. 5 per month from 24th July 1964 is justified and if so, to what relief he is entitled.

34. Shri N. N. Singh, Assistant Foreman (Loading) was paid cash handling allowance of Rs. 5/- per month from 14th May 1963 to 23rd July 1964 during which period he had actually handled cash. The Sangh's demand is that he should continue to be paid the cash handling allowance of Rs. 5/- even after 23rd July 1964. The management submitted that Shri N. N. Singh was paid the allowance for handling cash during the period mentioned above when there was no Office Superintendent posted at Dhirera and that after the posting of an Office Superintendent there, the latter has been handling cash and as such Shri N. N. Singh cannot claim the cash handling allowance. I do not see any justification as to how Shri Singh can claim cash handling allowance when he did not actually handle the cash.

Demand No. 16.—Whether the demand of the Sangh that Shri N. N. Singh, Assistant Foreman (Loading) is entitled to acting allowance of the post of Assistant Foreman (Loading) from 8th October 1961 to 14th July 1964 is justified and if so, to what relief he is entitled.

35. This relates to the entitlement of Shri N. N. Singh to acting allowance from 8th October 1961 to 14th July 1964 when he was Supervisor (Loading) at Dhirera Mine. The Sangh has stated that as he carried out the job independently to the entire satisfaction of his superiors and as the management realising the importance and the responsibility cast on the job had advertised the post of Assistant Loading Foreman on 20th February 1963 and as Shri Singh was also authorised on 5th October 1963 to sign all papers including receipt reports, requisitions in connection with loading operations etc. until the post of Assistant Loading Foreman was filled up at Dhirera mine, Shri N. N. Singh should have been promoted as Assistant Loading Foreman and at least should have been paid the acting allowance till the post of Assistant Loading Foreman was actually filled up on 15th July 1964. They have, therefore, claimed Rs. 670/- as acting allowance for 33½ months from 8th October 1961 to 14th July 1964 at Rs. 20/- per month in accordance with the provisions of the company's certified Standing Orders. The management however explained that at the time Shri Singh was posted as Supervisor (Loading) they needed only a Supervisor to look after the loading work as the workload was not much and that the post of the Assistant Foreman (Loading) was advertised on 20th February 1963 and that Shri Singh was authorised to sign papers such as receipt reports, requisitions, etc. w.e.f. 5th October 1963 and that

Shri B. N. Gupta was selected and promoted to the post of Assistant Foreman and was posted there w.e.f. 15th July 1964. The management further submitted that according to Standing Order No. 45 a workman is entitled to acting allowance only when he is promoted temporarily to some responsible post for a period of a month or more at the rate of 20 per cent of the starting rate of the grade of the workman in whose place he acts. The management submitted that it was only on 15th July 1964 that it was decided to post an Assistant Foreman (Loading) there and as there was no such post earlier to that, no acting allowance was payable to Shri Singh. I am unable to accept the contention of the management. From the authorisation letter dated 5th October 1963 issued by the Assistant Manager of Dhirera Mines it is evident that Shri Singh was asked to sign all papers including receipt reports, requisitions in connection with loading operations until the post of Assistant Foreman (Loading) was filled up. It cannot therefore be said that there was no post of Assistant Foreman (Loading). I therefore feel that Shri Singh the then Supervisor (Loading) is entitled to acting allowance in the post of Assistant Foreman (Loading) w.e.f. 5th October 1963 and up to 14th July 1964. He should be paid acting allowance at 20 per cent of starting pay of the higher post for the said period.

Demand No. 17.—Whether the demand of the Sangh that the basic pay of the employees named below should be fixed from 1st October 1966 as shown against their names is justified and if so, to what relief they are entitled.

							Rs.
(1)	Shri S. B. Lall Bhatnagar	.	.	.	.	.	175.00
(2)	Shri A. N. Bhowmik	.	.	.	.	.	162.50
(3)	Shri C. L. Sharma	.	.	.	.	.	162.50
(4)	Shri R. L. Singh	.	.	.	.	.	162.50
(5)	Shri R. D. Sharma	.	.	.	.	.	162.50
(6)	Shri Dilbagh Singh	.	.	.	.	.	162.50
(7)	Shri Virendra Kumar	.	.	.	.	.	162.50
(8)	Shri S. D. Tewari	.	.	.	.	.	162.50
(9)	Shri Jaswant Singh	.	.	.	.	.	162.50
(10)	Shri Raj Kumar	.	.	.	.	.	162.50

36. The Sangh's demand for re-fixation of basic pay of the employees mentioned above is mainly based on the fact that Shri N. C. Ghosh, Clerk who was promoted as Senior Clerk w.e.f. 1st October 1966 by executive order of 6th October 1966 was fixed at Rs. 162.50 i.e. by giving him three additional increments over the pay he was then drawing and fixed in the grade of Rs. 100—10—150—EB—12½—200. They contended that by granting three step increments to Shri Ghosh, the employees senior to him at that time in the post of Senior Clerk and who have been drawing more wages than Shri Ghosh have become juniors in respect of wages. They submitted the following chart in support of their demand.

S. No.	Name	Date of appt.	Date of promotion on 30-9-66 before Ex. Order	Basic shd. be on 1-10-66	Basic shd. be on 1-10-66	Proposed next date of increment
1	2	3	4	5	6	7
1						

				Rs.	Rs.	Rs.	
1	2	3	4	5	6	7	8
1	Shri S. B. Lall Bhatnagar	.	17-4-53	1-1-65	150	150	175
2	Shri A. N. Bhowmik	.	22-10-51	1-6-66	150	150	162.50
3	Shri C. L. Sharma	.	28-10-53	1-6-66	150	150	162.50
4	Shri R. L. Singh	.	24-9-55	3-5-57	140	140	162.50
					1-6-66		

1	2	3	4	5	6	7	8
5.	Shri R. D. Sharma	1-2-55	15-10-58	Rs. 140	Rs. 140	Rs. 162.50	1-6-67
			1-6-66				
6.	Shri Dilbagh Singh	1-2-56	15-10-58	140	140	162.50	1-6-67
			1-6-66				
7.	Shri Virendra Kr.	3-2-54	20-9-53	140	140	162.50	1-10-67
			1-10-66				
8.	Shri S. D. Tewari	11-3-55	15-5-57	140	140	162.50	1-10-67
			1-10-66				
9.	Shri Jaswant Singh	1-6-59	1-6-59	120	130	162.50	1-6-67
			1-6-65			140.00	
10.	Shri Raj Kumar	17-7-67	1-7-69	120	120	162.50	1-6-67
			1-6-66			140.00	

As against the above, particulars of Shri N.C. Ghosh are :

Shri N. C. Ghosh	1-11-57	1-10-66	130	162.50
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37. The Sangh also stated that while other Clerks were promoted as Senior Clerks in January 1965 and June 1966, Shri Ghosh did not apply for the post then nor was he interviewed and tested at the time of his promotion on 1st October 1966, and that in similar circumstances when others such as Shri P. S. Roy and P. K. Bose were given additional step increments, some other Clerks and Supervisors who were senior to them were also given additional step increments to obviate anomalies. They, therefore, demanded that the anomaly created by granting additional increments to Shri N. C. Ghosh should be rectified by fixing basic pay of the individuals mentioned above as demanded in column 7.

38. I have examined the entire matter and have come to the conclusion that the Sangh's demand to get re-fixation of pay of the individuals mentioned in its demand is partly justified. But with regard to the relief to be granted, I am not in full agreement with their demand. It will be seen that while Shri S. B. Lal Bhatnagar was promoted as Senior Clerk with effect from 1st January 1965, Shri Bhowmik, C. L. Sharma, R. L. Singh, R. D. Sharma, Dilbagh Singh, Jaswant Singh and Raj Kumar were promoted with effect from 1st June 1966. The other two employees viz. Virendra Kumar and S. D. Tiwari were promoted w.e.f. 1st October 1966 when Shri N. C. Ghosh was also promoted. It is reported that Shri S. D. Tiwari has since left the service of the company. I also notice that Shri Virendra Kumar who was drawing Rs. 130/- on 20th September 1966 was fixed at Rs. 140/- on 1st October 1966 while Shri Ghosh was given three increments for the three years he was blocked at the maximum of the previous grade. While it is true that pay alone cannot be a criterion for seniority, I do consider the necessity of keeping parity of wages of these Clerks. Instead of trying to equate the pay of all the seniors with the pay now given to Shri Ghosh, I feel that the ends of justice will be met if the other employees listed above are also given the same number of increments i.e. three increments over their pay drawn as Clerks at the time of their promotion and their pay re-fixed w.e.f. 1st October 1966 in the scale of Senior Clerks. Their original dates of increments from the dates of their promotion as Senior Clerks will remain unaltered. Their seniority in the post of Senior Clerks will also remain unaltered i.e. those promoted on 1st January 1965 and on 1st June 1966 will rank senior to Shri Ghosh and others promoted on 1st October 1966. I therefore decide that the demand of the Sangh is partly justified but the fixation of pay as on 1st October 1966 shall be as indicated by me.

Demand No. 18.—Whether the demand of the Sangh that Shri Adya Tewari, Senior Peon, should be granted four step increments from 1st October 1968 is justified and if so, to what relief he is entitled.

39. This matter has since been settled, *vide* settlement dated 14th October 1968 reached between the management and the Sangh and Union.

Demand No. 19.—Whether the demand of the Sangh that Shrimati Monohari Devi should be employed for full time and not part time and be paid wages accordingly is justified and if so, to what relief she is entitled.

40. Shrimati Monohari Devi has been employed w.e.f. 7th February 1968 on part time basis on payment of Rs. 3/- per day for cleaning the labour colony at the siding at Jamsar. The Sangh alleged that she is working for complete eight hours but she is being paid only half wages by the management. They also stated that according to minutes of meeting of 5th January 1967, the management's representatives had agreed to recommend the appointment of Shrimati Monohari Devi as Sweepress w.e.f. 1st October 1968. The management's contention was that she was generally employed on the loading side and was not required to work anywhere else and that they do not require her services for full time. Considering the nature and extent of work of Smt. Monohari Devi and having regard to the understanding already reached between the management and the Sangh in the minutes referred to above, I feel that Smt. Monohari Devi should be brought on regular monthly scale of pay under the Rules of the company on full time basis with effect from 15th September 1969.

Demand No. 20.—Whether the demand of the Sangh that Shri C. L. Tak should be granted house rent allowance @ Rs. 15 per cent and he should be supplied free electricity up to 35 units as mentioned in Shri Tak's letter dated 5th July 1967 is justified and if so, to what relief he is entitled.

41. The Sangh's case is that Shri C. L. Tak is entitled to 'B' type bungalow with one ceiling fan, free supply of electricity up to 35 units, whereas he was allotted small jhuggi without electricity at Suratgarh mines which he had vacated w.e.f. 2nd June 1967. They therefore demanded that Shri Tak should be paid arrears of house rent and electricity charges at the rate of 15 per cent of his pay for the period from 1st June 1967 to 30th November 1967. I learn that certain proposals for the payment of house rent allowance ranging from 20 per cent of pay subject to a certain maximum have been under negotiations between the management and the Sangh and the Union and when these proposals are finalised such cases would be settled. The house rent allowance demanded in this case is well within those proposals. Taking all factors into consideration I feel that Shri Tak should get house rent allowance for the period 1st June 1967 to 30th November 1967 when he was at Suratgarh and the Sangh's demand in respect of this item is justified. Shri Tak should, therefore, be paid house rent allowance at 15 per cent of his pay for the said period. With regard to supply of free electricity up to 35 units, no separate payment to Shri Tak need be made.

Demand No. 21.—Whether the demand of the Sangh that the management should reimburse the cost of medicines purchased by the contractor's labour employed at Lunkaransar for their treatment, is justified and if so, to what relief they are entitled.

42. This relates to the claim of the Sangh for the payment of an amount of Rs. 51.91 paise in respect of medicines purchased by contractors' labour employed at Lunkaransar mines. The Sangh has alleged that they were being paid the cost of medicines for the treatment previously by the contractor but the same has been refused by the contractor since August 1967. The details of cash memos have been furnished in the Sangh's statement of claim. The management has, however, stated that they have no legal obligation to pay such amounts. It would, however, appear that though the cost was being met primarily by the contractors, the same was being reimbursed by the company and as such the company should reimburse the cost of medicines amounting to Rs. 51.91 to the 23 workers mentioned in the claim statement of the Sangh.

Demand No. 22.—Whether the demand of the Sangh that the services of Shri P. R. Mazumdar Supervisor and Shri J. R. Phulia, Clerk should be deemed to be continuous from the date of their temporary appointment, is justified and if so, to what relief they are entitled.

43. The Sangh has withdrawn this case.

Demand No. 23.—Whether the demand of the Sangh that Shri Noor Shah working at present as Village Piece Worker, should be promoted as Chowkidar, is justified and if so, to what relief he is entitled.

44. While the demand listed in the arbitration agreement was that Shri Noor Shah should be promoted as Chowkidar, the Sangh, in their written statement,

has submitted that he should be promoted as Labour Mate instead of Chowkidar which, according to them, was wrongly written. As the terms of reference stand, I can consider Shri Noor Shah's case for promotion as 'Chowkidar' only and as the Sangh has not pressed this claim, no award is necessary in this case.

Demand No. 24.—Whether the demand of the Sangh that Shri S. B. Lall Bhatnagar should be paid cash handling allowance at the rate of 10/- per month is justified and if so, to what relief he is entitled.

45. The demand of the Sangh was that Shri S. B. Lall Bhatnagar who was entrusted with the job of cash handling in addition to his own original duties and was paid an additional allowance of Rs. 10/- per month with effect from 10th June, 1956 up to 30th May, 1965 when the job was transferred by the management to one Shri R. D. Sharma. They contended that the cash handling allowance was withdrawn from Shri S. B. Lal' Bhatnagar without any reason. The management submitted that cash handling allowance was paid to Shri Bhatnagar so long as he was handling cash and that w.e.f. 1st June, 1965 the work of cash handling was entrusted to Shri R. D. Sharma who was paid the cash handling allowance. The claim of the Sangh was that Shri S. B. Lall Bhatnagar should be paid the cash handling allowance even after he had ceased to handle cash. As the allowance was a functional one, and was payable to the one who performs that function and as Shri Bhatnagar did not handle cash w.e.f. 1st June, 1965 he is not entitled to the payment of cash handling allowance.

Demand No. 25.—Whether the demand of the Sangh that Shri Bhanwar Shah, Fitter should have been promoted from 8th March, 1966 instead of 1st April, 1967, is justified and if so, to what relief he is entitled.

46. The management submitted that Shri Bhanwar Shah was Driver 'B' w.e.f. 1st January, 1961 and was promoted as Bench Fitter from 1st April, 1967 as per revised grade structure and that as there was no grade of Fitter (Bench) earlier than 1st April, 1967, there could be no question of Shri Bhanwar Shah being promoted w.e.f. 8th March, 1966 as demanded. The Sangh's case was that Shri Bhanwar Shah was deputed to work on the post of bench fitter from 8th March, 1966 and hence he should be promoted from that date. No proof of this however was produced. In view of this and having regard to the fact that this post was created with effect from 1st April, 1967, the question of retrospective promotion to Shah w.e.f. 8th March, 1966 does not arise.

Demand No. 26.—Whether the demand of the Sangh that the employees employed at Suratgarh Mines should be given house rent allowance is justified, and if so, at what rate and from what date house rent should be paid.

47. The Sangh's demand which is supported by the Union also is that the employees of Suratgarh Mines should be given house rent allowance at the rate of 15 per cent of the basic pay and dearness allowance because houses at cheaper rents are not available at Suratgarh and that the rents there are six times dearer than at Jamsar and Dhirera mines and the employees have to pay Rs. 40/- to Rs. 50/- to get a suitable accommodation. They also stated that they have to pay electricity charges from their own pocket unlike at Jamsar and Dhirera mines where the company is supplying free electricity ranging from 15 to 35 units and demanded that they should be given free electricity as per Shri Joshi's award at Suratgarh Mines also. The living conditions at new mines especially at Suratgarh are admittedly difficult and there is a case for payment of house rent allowance. The question of payment of house rent allowance at Suratgarh Mines was fully discussed. While the management was prepared to pay at the rate of 20 per cent of basic pay subject to a maximum of Rs. 65/- the workers demanded a minimum of 25 per cent and a maximum of Rs. 75/- p.m. Having taken into consideration all factors I feel that ends of justice will be met if I award a house rent allowance of 25 per cent of basic pay of each workman subject to a minimum of Rs. 25/- and a maximum of Rs. 70/- per month. This will, however, be in addition to the house rent allowance provided for in 1960 agreement. The allowance now awarded should be paid to those employees who are not provided with quarters from the date of their transfer/employment at Suratgarh Mines.

Demand No. 27.—Whether the demand of the Sangh that Shri Pyera Lall, Mail Peon, should be promoted as a Clerk, is justified and if so, to what relief he is entitled.

48. As this case has also been taken up by the Gypsum Mine Workers Union, the Sangh has withdrawn the same. No award is therefore necessary on this demand.

Demand No. 28.—Whether the demand of the Sangh that Shri Bridhi Chand Driver should be promoted as Driver 'A' is justified and if so, to what relief he is entitled.

49. This demand also has been withdrawn by the Sangh because the same has also been taken up by the Gypsum Mine Workers Union.

Demand No. 29.—Whether the demand of the Sangh that Shri D. N. Bhattacharya, Paymaster, should be promoted as Assistant Accountant and that he paid cash handling allowance at Rs. 10/- per month is justified and if so to what relief he is entitled.

50. Shri D. N. Bhattacharya is now Accounts Assistant in the scale of Rs. 130—325 and the Sangh demands his promotion to the post of Assistant Accountant in the scale of Rs. 215—475. He worked from 1965 to 1967 as Paymaster in place of Shri Bagchi and presently he is working as Cashier. There are now four Accounts Assistants and Shri Bhattacharya is the seniormost. There is a post of senior accounts assistant (cash) in the grade of Rs. 160—400 and it is reported that he has actually been doing this work. As indicated earlier it is not my function to order promotions. The management would no doubt take his seniority and the heavy burdens now involved in the disbursement of cash into consideration while filling the senior posts.

51. The other demand is for the payment of cash handling allowance at Rs. 10/- per month for 2 years when he worked as paymaster. I feel that the demand for the payment of this allowance is justified and he should be paid the same.

Demand No. 30.—Whether the demand of the Sangh that Shri S. B. Banerjee Senior Clerk, should be given two step increments—one increment from 1st April, 1960 and the other increment from 1st September, 1965 is justified and if so, to what relief he is entitled.

52. This claim partly relates to the period during which the 1960 settlement was in operation. The management has submitted that the fitment of Shri Banerjee at Rs. 120/- was voluntarily agreed to by him because of advantage of promotion and that by minutes dated 15th June, 1961, all anomalies in the grade structure and fitment were also settled in the following terms:—

"With the settlement of these anomalies this would fully and finally settle everything within the meaning of anomalies in grade, pay and increments and juniority, seniority, etc., except the cases of Drivers of Bikaner Office for the period of the settlement dated 20th August, 1960 and at no future date this subject will be raised by the union or will form part of any dispute or grievance procedure and this basis of settlement of anomalies should not be considered as a precedent."

53. In view of the above, I do not see any justification for re-opening this case for the grant of one step increment from 1st April, 1960 at this late stage. Shri Banerji has, later on, been promoted as Accounts Assistant w.e.f. 1st September, 1965 in the pay scale of Rs. 130—275 which is now revised to Rs. 130—325. According to the Sangh, he should have been fixed at Rs. 200/- instead of at Rs. 187.50 on promotion. In this connection, it is noticed that Shri Banerji's previous date of increment was on 23rd April, 1960 when his pay would have been Rs. 123/-. As he was promoted w.e.f. 1st April, 1960 and his pay was fixed on that date at Rs. 120/- he did not have much benefit of his promotion. As this case, for reasons indicated earlier, cannot be re-opened now, the deficiency could at best be rectified on his promotion as Accounts Assistant. I feel that there is justification in the Sangh's demand for an additional increment w.e.f. 1st September, 1965 and Shri Banerji's pay should therefore be fixed at Rs. 200/- on that date.

Demand No. 31.—Whether the demand of the Sangh that Bikaner Office Peons should be granted an allowance of Rs. 5/- per month is justified and if so, to what relief they are entitled.

54. The demand is for the payment of a cycle allowance of Rs. 5/- per month for the Bikaner Office Peons for the use of their own cycles for office work. The management has submitted that these peons are not required to use their own

cycles for office work and office cycles have been provided for the purpose. They said that they have three office cycles and six peons and if necessary they are prepared to provide two more cycles. I consider the offer of the management as reasonable and direct that two more cycles shall be provided within three months from the date of this Award. In view of this, the demand of the Sangh for the grant of a cycle allowance of Rs. 5/- per month is not justified.

Demand No. 32.—Whether the demand of the Sangh that washing charges of woollen uniforms of Bikaner Office Peons and Chowkidars should be paid, is justified and if so, at what rate the washing charges should be paid.

55. The Sangh's demand is that washing charges of woollen uniforms of Peons and Chowkidars may be sanctioned to them; alternatively, the uniforms may be arranged to be washed twice in a season as is being done in the case of summer uniforms. The management submitted that there is no justification in the Sangh's demand especially because of the precarious financial position of the company and the fact that the management have already undertaken very heavy financial liability as per settlement dated 2nd October, 1967 and that the demand may be rejected. As the management is supplying the uniforms to the Peons and Chowkidars and as they have already been arranging for the washing of the summer uniforms, it is only fair that they should also arrange for the washing of the woollen uniforms twice in a season. I decide accordingly. No washing charges need however be paid to the Office Peons and Chowkidars.

Demand No. 33.—Whether the demand of the Sangh that Shri Sureshwar Saran, Senior Clerk should be promoted as Assistant Accountant is justified and if so, to what relief he is entitled.

56. The Sangh's demand is that Shri Sureshwar Saran should be promoted to the post of Assistant Accountant because he is a B. Com. and experienced and has been handling the same job as was being attended to by the then Assistant Accountant Shri K. N. Bhattacharya, after the latter's transfer to Calcutta and he is also qualified for appointment to the post. The management has submitted that merely because of seniority and experience, a person does not become automatically entitled for promotion and denied that Shri Saran has been doing the job of Shri K. N. Bhattacharya. On examination of the facts, it is found that he is junior and there are seniors to him and his qualifications alone cannot be a criteria to be promoted as Assistant Accountant. I am, therefore, unable to see justification in the demand of the Sangh in this regard.

Demand No. 34.—Whether the demand of the Sangh that Shri S. N. Saha, Senior Stenographer, should be promoted as Office Superintendent is justified and if so, to what relief he is entitled.

57. The Sangh's submission is that Shri S. N. Saha, Senior Stenographer, has been serving this organisation for the last 15 years to the entire satisfaction of the management and that he is also maintaining additionally confidential files and he is shouldering more responsibilities than other Senior Stenographers and that he should, therefore, be given promotion in the grade of Rs. 215—475 with proper designation such as Office Superintendent which is now lying vacant and should also be granted one step increment as has been done in the case of S/Shri P. L. Sharma, D. N. Bhattacharya, N. G. Saha, Narain and P. C. Tomar. The management submitted that merely because of length of service of a person does not become entitled to automatic promotion. They also stated that they do not require any Office Superintendent at Bikaner Office at this moment. In view of the fact that there is no post of Office Superintendent required at Bikaner Office and as no special case has been made out by the Sangh, I am unable to see any justification in the demand of the Sangh in this regard.

Demand No. 35.—Whether the demand of the Sangh that Shri S. N. Pal, Junior Stenographer should be promoted as Senior Stenographer is justified and if so, to what relief he is entitled.

58. The Sangh's demand is that Shri S. N. Pal who has been in the employment of the company for the last four years, handling maximum work sincerely, deserves promotion to the rank of Senior Stenographer. They also alleged that he has been carrying out the same nature of job as the other Senior Stenographers and hence should be promoted as Senior Stenographer with one special step increment as has been done in many cases. The management submitted that there is no post of Senior Stenographer vacant now and that as and when they need

one, the same will be filled up in accordance with the Promotion and Selection Rules and his case will be considered along with others. No special reasons as to why Shri Pal should be promoted as Senior Stenographer have been advanced by the Sangh and I do not therefore find justification in this demand.

Demand Submitted by Gypsum Mine Workers Union

Demand No. 1.—Whether the demand of the Union that the workmen named below should be promoted to the category mentioned against their names from 1-10-66 is justified and if so, to what relief they are entitled :

Sl. No.	Name of the workmen	Category in which they are working at present	Category to which the Union has demanded promotion
1	Shri Buleki Ram	Stationery Engine Attdt.	Generator Operator
2	Shri B. N. Gupta	Asstt. Loading Foreman	Loading Foreman
3	Shri Radhey Shyam	Supervisor (Canteen)	Sub-Inspector Security.
4	Shri Gulab Singh	Supervisor (Watch & Ward)	Sub-Inspector Security.
5	Shri Bamdeo Kajaria	Assistant Quarry Foreman	Junior Quarry Foreman.
6	Shri Sitaram Agarwal	Asstt. Quarry Foreman	Junior Quarry Foreman
7	Shri Puranmal Khatri	Senior Peon	Supervisor (Watch & Ward).
8	Shri B. C. Verma	Accounts Asstt.	Senior Accounts Assistant.
9	Shri N. G. Saha	Senior Clerk	Accounts Assistant
10	Shri Srinareyan	Senior Clerk	Accounts Assistant
11	Shri Lall Singh	Diesel Mechanic	Asstt. Foreman (Mech.)
12	Shri Mangoo	Diesel Mechanic	Assistant Foreman (Mech.)
13	Shri Kanji	Helper	Peon
14	Shri Manji Khan	Helper	Peon
15	Shri Ram Singh	Clerk	Senior Clerk
16	Shri B. S. Sharma	"	"
17	Shri H. K. Bhargava	"	"
18	Shri M. C. Vijay	"	"
19	Shri O. P. Bansal	"	"
20	Shri A. K. Sharma	"	"
21	Shri Jaswant Singh	"	"
22	Shri R. C. Sharma	"	"
23	Shri R. S. Saxena	"	"
24	Shri B. L. Ojha	"	"
25	Shri U. S. Suthar	"	"
26	Shri K. K. Swami	Junior Steno	Senior Steno
27	Shri Payare Lall	Mail Peon	Clerk
28	Shri D. D. Bhaduri	Senior Clerk	Record Keeper.

Sl. No.	Name of the workmen	Category in which they are working at present	Category to which the Union has demanded promotion
29	Shri Ganesharam	Auto Elect. Attdt.	Mechanic (Auto Elect.)
30	Shri Khuda Bux	Helper	Driver 'B'
31	Shri Hari Singh	"	"
32	Shri Pusha	"	"
33	Shri Ramoo	Mazdoor	Helper
34	Shri Liladhar	"	"
35	Shri Sidhuram	"	"
36	Shri Kanaram	"	"
37	Shri Gangaram	"	"
38	Shri Abdul Shah	"	"
39	Shri Danaram	"	"
40	Shri Narsiram	"	"
41	Shri Hukmaram	"	"
42	Shri Rahamat Ali	"	"
43	Shri Shaitan Singh	"	"
44	Shri Giridhar	"	"
45	Shri Buxo Khan	"	"
46	Shri Chela Ram	Helper	Driller
47	Shri Jeevan	"	"
48	Shri Dhura Ram	"	Fitter
49	Shri Bishan Singh	"	Shovel Attdt.
50	Shri Sakroo	"	"
51	Shri Noola Ram	"	"
52	Shri Jwahera	"	"
53	Shri Pupla	"	"
54	Shri Hari Singh	"	"
55	Shri R. A. Sharma	Senior Clerk	Store Keeper
56	Shri V. Kumar	"	"

59. I have examined the case of each of the persons listed in this demand and I do not think it necessary to make the award unnecessarily lengthy by dealing with each case. The Union's case is that all these workmen are well qualified and experienced to hold the posts for which promotion is now demanded. As explained earlier, I cannot act as Promotion Committee and determine as to who should be promoted and who should not. It shall however be my endeavour to see that patent injustices if any are rectified. I cannot however sit in judgment as to whether X or Y is more competent or qualified to be promoted. With these general observations, I shall broadly deal with the cases in this reference.

60. The Union has dropped its demand in respect of Shri Puranmal Khatri (S. No. 7), while Shri Ramdeo Kajaria (S. No. 5) has already been promoted as junior quarry foreman.

61. With regard to S. Nos. 13 and 14 concerning the promotion of helpers as peons, I shall adopt the same principle which has been followed by the management while promoting Mulia. I have already directed that Moda who is placed in similar circumstances as that of Mulia should be promoted as peon. Similarly S/Shri Kanji and Manji Khan who have been working in the Stores shall be promoted as such w.e.f. 1st October, 1966, and I direct accordingly.

62. Regarding the cases at S. Nos. 15 to 25, I understand that there are certain

proposals to create senior clerks posts under consideration of the management which when implemented will go a long way to help the workmen. These cases will no doubt be considered by the Management when those proposals are finalised.

63. With regard to cases at Nos. 33 to 45, I have already given my direction, *vide* paras 10 to 15.

64. The remaining cases concern mainly claims for promotion and no case has been made out as to any injustice has been done to them. I do not, therefore, think the union's demand is justified.

Demand No. 2.—Whether the demand of the Union that the salaries of S/Shri Ram Singh, B. L. Ojha, B. S. Sharma, M. C. Vijay, A. K. Biswas, R. C. Sharma, R. S. Saxena and A. K. Sharma, all clerks, should be fixed at Rs. 116/- from 1st October, 1966 is justified and if so, to what relief they are entitled.

65. The demand of the Union is that the salaries of the persons mentioned above should be fixed at Rs. 116/- from 1st October, 1966 because Shri M. L. Sharma who was drawing only Rs. 85/- on that date was given Rs. 116/- while seniors like Shri A. K. Biswas were not given the same treatment. It would appear that the management had initially fixed S/Shri P. K. Bose and P. S. Roy who were junior supervisors at Rs. 116/- on 1st October, 1966 and in order to remove the anomaly of their seniors getting less salary, they gave Rs. 116/- to others by executive order of 17th March, 1967. In that order, they fixed Shri M. L. Sharma who was then drawing Rs. 85/- at Rs. 116/-. As some of his seniors have been left out of this fixation, this led to further anomalies. The Union in this demand has claimed that his seniors in service should be given the same treatment and its demand is justified. In this connection, it may be mentioned that the scale of pay of clerks and supervisors is the same and they are inter-changeable. As the following clerks mentioned in the demand were senior to Shri M. L. Sharma, they are also entitled to get Rs. 116/- from 1st October, 1966 and I decide accordingly.

1. Shri Ram Singh Panwar.
2. Shri B. L. Ojha.
3. Shri B. S. Sharma.
4. Shri M. C. Vijay.
5. Shri R. S. Saxena.
6. Shri A. K. Sharma.

66. Shri R. C. Sharma has already been fixed at Rs. 116/- on 1st October, 1966. The case of Shri A. K. Biswas has already been dealt with under the Sangh's demand No. 5.

Demand No. 3.—Whether the demand of the union that Shri B. K. Deb, Senior Stenographer, should be given one step increment with effect from 1st April, 1965, is justified and if so, to what relief he is entitled.

67. Shri B. K. Deb, Senior Stenographer was getting Rs. 160/- in the scale of Rs. 100—200 when he was promoted to the grade of Rs. 160—300 on 1st April, 1965 and was fixed at a basic pay of Rs. 180/- in the latter grade. The union's demand is that he should get one increment on his promotion as was given to others in similar circumstances. As promotion should provide encouragement and necessary incentive, it is only fair that Shri Deb should get at least one additional increment on his promotion as has been the custom and usage in this company. The union's demand is therefore justified and Shri Deb should be fixed at Rs. 172.50 on 1st April, 1965.

Demand No. 4.—Whether the demand of the Union that Shri S. N. Chippa, Clerk should have been promoted as Senior Clerk from 1st February, 1966 and his seniority should be fixed over Shri D. P. Bhojak, is justified and if so, to what relief he is entitled.

68. Shri S. N. Chippa was appointed as sampler w.e.f. 3rd October, 1956, promoted as clerk w.e.f. 16th October, 1959 and as senior clerk w.e.f. 1st October, 1966 whereas Shri D. P. Bhojak who was a graduate, was recruited as clerk w.e.f. 5th November, 1962 and was promoted as senior clerk w.e.f. 1st February, 1966. The management stated that Shri Bhojak was promoted as senior clerk on merits and Shri Chippa cannot claim his promotion with retrospective effect. I agree that Shri Chippa cannot claim promotion earlier to Shri Bhojak and there is no justification in the union's demand.

Demand No. 5.—Whether the complaint of the Union that Shri Gani Khan, Mazdoor should not have been granted acting allowance and promoted to the post of Labour Mate (Water Supply) prior to other senior mazdoors to him is correct, justified and if so now it can be rectified.

69. The union's case was that there were seniors (Shri Ramzan and others) to Shri Gani Khan who was granted not only acting allowance but also promoted as Labour Mate w.e.t. 1st September, 1967. The management submitted that seniority alone cannot be the criterion for the payment of acting allowance and promotion and that as Shri Gani Khan was found fit, he was promoted as Labour Mate and that this was also done under an agreement. Taking all the circumstances of the case into consideration, I do not think that there is a case for undoing what has already been done. The management will no doubt take the cases of senior employees into consideration while ordering future promotions.

Demand No. 6.—Whether the demand of the Union that Shri Sher Khan, Mate should be transferred from Suratgarh Mine to Jamsar is justified and if so, to what relief he is entitled.

70. The Union's contention is that Shri Sher Khan's wife fell seriously ill and has been under the treatment of the company's doctor at Jamsar and his transfer to Suratgarh Mine has not only jeopardised his wife's health but he was also not provided with any living accommodation to facilitate him to take his family from Jamsar to Suratgarh. They termed this transfer as victimisation and demanded that he should be transferred back to Jamsar. The Sangh has also supported this demand. In the alternative, they claimed that he may be paid an allowance of Rs. 25 per month for maintenance of separate kitchens one at Jamsar and another at Suratgarh. Having regard to the difficult and straightened circumstances of the workman, I feel that the demand of the Union is justified and I decide that Shri Sher Khan should be transferred back to Jamsar within 30 days after the award becomes enforceable.

Demand No. 7.—Whether the demand of the Union that Shri Sher Singh, Supervisor, should be paid acting allowance as Supervisor from 1st October, 1962, to 31st August, 1964, is justified and if so, to what relief he is entitled.

71. Shri Sher Singh was Sampler at Jamsar and was transferred to Dhirera on 14th September, 1962, where he worked up to 31st August, 1964. He was promoted as Supervisor on 10th September, 1964. The demand of the union is that during the period from 1st October, 1962 to 31st August, 1964, he undertook the responsibility of supervisor's work did coning and quartering and as such he should be paid acting allowance. The management contended that he was never asked to act as Supervisor nor has he held charge of the sampling section at Dhirera and as such no acting allowance was due to him according to Clause 45 of the Standing Orders of the company. The sampling registers produced before me indicated that Shri Sher Singh had signed in the registers from January, 1963 and that he had taken higher responsibility during the period from January, 1963, to August, 1964. He should therefore be paid acting allowance for the period from January, 1963, to August, 1964.

Demand No. 8.—Whether the demand of the Union that special leave should be sanctioned to Shri B. L. Ojha, Clerk and Shri Puranmal Khatri, Senior Peon, for 18 days and 14 days respectively, is justified and if so, to what relief they are entitled.

72. This relates to the grant of special leave to Shri B. L. Ojha and Shri Puranmal Khatri for 18 days and 14 days respectively in 1966, when they were on leave for union work. The management stated that there is no law under which they are bound to grant special leave to the Union executives. On checking up the particulars furnished by the Union, it was found that Shri Ojha was not paid wages only for 5½ days [on 6th and 7th July, 6 and 8th (½ day) August and 5th and 6th September, 1966] and Shri Khatri for 4 days (on 6th and 7th July and 5 and 6th August, 1966). The allegation of the Union is that while the representatives of the Sangh were paid for these days, they were not paid. As these employees were enjoying this benefit earlier it is only fair that they should be paid for the 5½ days and 4 days in question. The payment will be made within one month after the award becomes enforceable.

Demand No. 9.—Whether the demand of the Union that Shri A. R. Ghalot, Diesel Mechanic, should be paid one step increment from 1st October, 1966, on

the grounds of his efficient services and experience is justified and if so, to what relief he is entitled.

73. The Union's claim for one step increment from 1st October, 1966, was based on general practice. The management denied that there was any such practice. Shri A. R. Ghalot was recruited on 1st November, 1964, on Rs. 97 per month as Fitter and was promoted as Diesel Mechanic w.e.f. 1st October, 1965, and was fixed at Rs. 115. His pay on 1st October, 1966, was Rs. 125 and on 1st April, 1967, when the grade was revised, he was fixed at Rs. 130 per month. His date of increment had been shown as 1st October. He would, therefore, have got Rs. 140 on 1st October, 1967, which fairly compensates. No additional relief is considered necessary.

Demand No. 10.—Whether the demand of the Union that Shri Shela Saha, Village Piecemeal Worker, should be promoted to the post of Labour mate is justified and if so, to what relief he is entitled.

74. The demand of the union is based on the ground that one Shri Noor Shah belonging to the Sangh was promoted as labour mate and as such Shri Shela Saha should be promoted. The management denied that there was any post of labour mate. They said that Shri Noor Shah was temporarily appointed for 3 months and his services were terminated in 1964 and that Shri Shela Saha was a village piece worker and not an employee of the company and as such, the question of his promotion as labour mate does not arise. As Shri Shela Saha is not an employee of the company, the demand of the Union is not sustained.

Demand No. 11.—Whether the demand of the Union that Shri R. L. Sharma, Driver, should be paid wages for the period of his absence from 4th January, 1967 to 18th March, 1967 is justified and if so, to what relief he is entitled.

75. The demand is for the payment of wages to Shri R. L. Sharma for the period of his absence from 4th January, 1967 to 18th March, 1967. The management stated that Shri Sharma did not report for duty where he was transferred and, therefore, remained away from his work. According to management's letter dated 16th March, 1967, Shri Sharma was taken back to duty at Jamsar on 18th March, 1967. The period of his absence was to be treated 'as leave as against his leave due less the period he was actually on authorised leave'. After availing the leave with pay due to him he was on leave without pay for 13-1/2 days. Taking all the facts and circumstances of the case into consideration, I feel that the ends of justice will be met if Shri Sharma is paid half his wages for the 13-1/2 days and I award accordingly.

Demand No. 12.—Whether the demand of the Union that Shri Achloo, Helper should be promoted as Engine Attendant from 1st October, 1966 is justified and if so, to what relief he is entitled.

76. Shri Achloo is in welding line. His case may be considered in the near future as and when a vacancy arises. For the reasons already stated, I am unable to see justification in the demand for promotion.

Demand No. 13.—Whether the demand of the Union that Shri Rampal, Carpenter, should be granted one step increment from 1st March 1966 (1st October, 1966) is justified and if so, to what relief he is entitled.

77. Shri Rampal was a Carpenter 'B' in Rs. 60—100 scale and he was drawing Rs. 100/- in November, 1965. He was promoted as Carpenter 'A' in Rs. 75—160 scale w.e.f. 1st October, 1966 and was fixed at Rs. 102/-. He would have got Rs. 105/- in November 1966 had there been a scale beyond Rs. 100 but he got only Rs. 102/-. It is only fair that on promotion, one should get an added incentive and his pay fixed one step above his pay. He should therefore be given one step increment w.e.f. 1st October, 1966 and he be fixed at Rs. 109/- on that date.

Demand No. 14.—Whether the demand of the Union that the deductions of house rent from the wages of Shri M. C. Vijay, Clerk, made during the period from July 1966 to April 1967 are not legal and should be refunded to him is justified.

78. There appears to have been some genuine difficulties and misunderstanding with regard to the occupation of two quarters by Shri M. C. Vijay. As one quarter had actually been occupied by the police and not by Shri Vijay,

the deduction of Rs. 6/- per month from the wages of Shri Vijay from July 1966 to April 1967 was not proper and should be refunded to him by the management within 30 days after this award becomes enforceable.

Demand No. 15.—Whether the demand of the Union that duties of all Chowkidars in the Watch and Ward Section irrespective of their seniority should be fixed on rotation, is justified.

79. For the reasons already recorded under Sangh's demand No. 9, I direct that the status with regards to the allotment of duties to chowkidars shall be maintained.

Demand No. 16.—Whether the demand of the Union that one step increment should be given to Shri Mohan Lal and Shri S. L. Thanvi, all supervisors, w.e.f. 1st October, 1966, is justified and if so, to what relief they are entitled.

80. The demand of the Union is that one step increment should be given to Shri Mohan Lal and Shri S. L. Thanvi w.e.f. 1st October, 1966, as was given to Shri Ram Jivan. Shri Thanvi was getting Rs. 95 in July, 1966, whereas Shri Ram Jivan was getting Rs. 90 in March, 1966. While the pay of Shri Ram Jivan was fixed at Rs. 102 on 1st October, 1966, the pay of Shri Thanvi who was getting more, was also given Rs. 102 in October, 1966. The Union's demand is that he should be fixed at Rs. 109 on 1st October, 1966. Similar is the demand in respect of Shri Mohan Lal. I have examined the cases in detail and I find that there is justification for the demand of the union S/Shri Thanvi and Mohan Lal should be given one step increment w.e.f. 1st October, 1966.

Demand No. 17.—Whether the demand of the Union that Shri Raghunandan, Compressor Attendant should be given one step increment in his present grade from 1st April, 1967, is justified and if so, to what relief he is entitled.

81. The demand of the Union was based on the ground that while the worker was in his old grade, he was blocked at the maximum of the grade without further increments for about 5 years and according to executive order dated 17th March, 1967, he should have been given two step increments. It was explained by the management that he was actually promoted in March, 1966, as compressor attendant and that he was fixed at Rs. 85 per month and that he was not due to get two step increments. They also stated that there are others in similar circumstances. When compared to others similarly placed, he was not put to any disadvantage. In view of what has been explained, there is no case for one step increment from 1st April, 1967, and Shri Raghunandan is not entitled to any relief.

Demand No. 18.—Whether the demand of the Union that Shri Gulab Singh, Supervisor (Watch and Ward) should be paid T. A. Bill for journeys performed from Bhirera to Bikaner for treatment of his son is justified and if so, to what relief he is entitled.

82. The union's demand is based on the ground that some other employees in similar circumstances were paid T. A. and D. A. and that it was an established custom and usage. The amount involved in this demand is only Rs. 13. The journeys were performed on the advice of the Incharge of the company's dispensary and I feel that there were justifiable grounds for this demand. Without prejudice to the contention of the management, I decide that Shri Gulab Singh should be paid the sum of Rs. 13 on account of his travelling charges incurred in connection with the treatment of his son. This cannot be quoted as a precedent.

Demand No. 19.—Whether the demand of the Union that Shri Ramdeo Kajaria, Assistant Foreman (Quarry) should be paid wages for leave period from 15th July, 1966 to 14th January, 1967, is justified and if so, to what relief he is entitled.

83. Shri Ramdeo Kajaria took furlough leave on half pay from 15th July, 1966 to 14th January, 1967, and underwent training for underground mining at Khetri Copper Project to qualify himself to receive the certificate of competency of Foreman. The Union's demand is that he should be paid full wages for that period. The management stated that Shri Kajaria was not sent by them and after he obtained the Foreman's Certificate, he was promoted as Quarry Foreman. As Shri Kajaria took leave to better his own prospects and the management has already granted him the leave due to him and as he has been adequately compensated for obtaining special training by promotion as Foreman. I am

unable to see any justification in the Union's demand for the payment of full wages for the period of furlough leave taken by Shri Ramdeo Kajaria.

Demand No. 20.—Whether the demand of the Union that non-practice allowance paid to the Senior Compounders should be increased is justified and if so, to what relief they are entitled.

84. The demand for increase in the non-practice allowance to the Senior Compounders was based on the ground that when they were drawing lesser wages than now, they were being paid non-practice allowance of Rs. 10 per month which was fixed in 1952 and as their wage structure was revised in terms of 2nd October, 1967, settlement, their non-practice allowance should have been revised. The demand is for doubling the allowance. The management stated that non-practice allowance was not given on sliding scale and that there was no reason as to how the same had been claimed because the grade structure had already been revised upward. They also stated that the Compounders were in the scale of Rs. 75—130 now revised to Rs. 75—210. All the Compounders have since been made Senior Compounders and promoted to the scale of Rs. 100—300. No special case has been made out by the Union. In support of their demand. In view of this, I see no justification in the Union's demand.

Demand No. 21.—Whether the demand of the Union that Shri R. A. Sharma, Senior Clerk, should be paid acting allowance for the period from 1st June, 1966, to 31st July, 1966, as Store Keeper is justified and if so, to what relief he is entitled.

85. The demand is for payment of acting allowance to Shri R. A. Sharma at 20 per cent of the minimum of the higher grade for 2 months from 1st June, 1966, to 31st July, 1966, for working in place of the Store Keeper, Shri R. K. Sharan. Shri Sharma was in the scale of Rs. 100—200 whereas the Store Keeper's grade was Rs. 130—275. During June and July, 1966, Shri R. K. Sharan was not on leave and he was working as store keeper. As such the question of payment of acting allowance to Shri Sharma does not arise.

Demand No. 22.—Whether the demand of the Union that the age of Shri Sher Khan in his service record should be corrected, is justified and if so, to what relief he is entitled.

86. The Union's demand is that the age of Shri Sher Khan, mining mate, was not correctly shown and the same should be corrected. According to the records maintained by the management, the date of birth recorded at the time of his employment in June, 1951, was 7th June, 1916. While it is true that according to the Certified Standing Orders, the age as recorded at the time of employment shall not thereafter be questioned, in the circumstances explained by the Union, the workman should be given an opportunity to produce authentic proof of his age through a certificate issued by the Village Panchayat. I direct that the management shall accept the certificate of Panchayat from Shri Sher Khan's village and correct the management's records if necessary.

Demand No. 23.—Whether the demand of the Union that S/Shri Inder Singh, Umer Singh, Bhurey Khan and Mangal Singh, all Shovel Operators, should be given four step increments from 1st October, 1966, is justified and if so, to what relief they are entitled.

87. The Union's demand is that the above workmen should be given four step increments from 1st October, 1966, based on the ground that similar other workers, who were directly recruited, were given 3 or 4 step increments at the time of enrolment and their wage structure was also revised by the Executive Order and settlement of 1967. They quoted the case of one Shri Uma Shankar Misra. The management submitted that Shri Misra was directly recruited and in view of his past experience of about 10 years, he was given a higher start and his pay was fixed at Rs. 200 at the time of recruitment on 1st October, 1959. No case of injustice or anomaly has been made out by the union. In view of this I see little justification for the Union's demand.

Demand No. 24.—Whether the demand of the Union that Shri B. K. Sharma, Senior Compounder, should be granted one step increment from 1st February, 1967, is justified and if so, to what relief he is entitled.

88. The demand is based on the ground that other two compounders were promoted w.e.f. 1st October, 1966, and hence Shri Sharma should be compensated by granting one step increment from 1st February, 1967, the date when he

was promoted. I see little justification for equalising their pay by the grant of one step increment to Shri Sharma especially when he is junior to others and when has been promoted later on at the request of the Union though the management needed only two senior compounders. Shri Sharma has resigned the service in November, 1968, when he was paid retrenchment compensation even though it was not due to him. In view of the foregoing, the question of relief does not arise.

Demand No. 25.—Whether the demand of the Union that the amount of house rent deducted from the salary of Shri M. U. Bhansen, Blacksmith @ Rs. 6.50 per month for the period from 1-10-1966 onwards should be refunded, is justified and if so to what relief he is entitled.

89. Shri Bhansen has been occupying a 'D' type (double room) quarter from the very beginning (since 1958) i.e., even prior to 1960 agreement, according to which he is entitled to 'E' type quarter. The management did not take up the case till June 1962 and they began recovering house rent for 'D' type quarter from Shri Bhansen from 1964 and on Shri Bhansen filing an application before the Labour Court for recovery of illegal deductions, the matter was settled by the management agreeing to make an *ex-gratia* payment of Rs. 217/- (being the amount deducted) to Shri Bhansen. But Shri Bhansen continued to be in occupation of 'D' type quarter and the management began deducting house rent for the quarter from 1st October, 1966. The present demand is for the refund of these amounts. Having regard to the fact that Shri Bhansen has been in the occupation of the 'D' type quarter since about 1958 and in view of the compromise already reached between the parties, I consider that the union is justified in demanding the refund of the house rent deducted from the wages of Shri Bhansen from 1st October, 1966. I, therefore, decide that the amounts so deducted shall be refunded to Shri Bhansen within one month from the date this award comes into operation.

Demand No. 26.—Whether the demand of the Union that Shri Jagdish, Mazdoor, should be promoted to the post of Helper (blasting) is justified and if so, to what relief he is entitled.

90. Shri Jagdish was appointed on 16th April, 1964 as Mazdoor. He was suspended from 26th March, 1966 for an alleged assault and was dismissed from service on 4th June, 1966. As a result of the settlement dated 12th December, 1966, he was reinstated on 13th December, 1966. He was later on retrenched w.e.f. 18th November, 1967. In view of this the question of promotion of Shri Jagdish, Mazdoor as helper does not arise.

Demand No. 27.—Whether the demand of the Union that their two members should be given T.A. and D.A. for attending conciliation and Labour Court instead of one is justified.

91. The management submitted that when conciliation proceedings are initiated at their instance, they do pay T.A. and D.A. to union representatives according to merits and they are also paying T.A. and D.A. for attending Tribunal case in respect of joint references besides granting special leave. In view of this and having regard to the Supreme Court decision in respect of such facilities, I do not think that there is any need for any direction in this regard.

Demand No. 28.—Whether the demand of the Union that the Laboratory Boys should be supplied white pant instead of khaki pant is justified.

92. At present, the management is supplying uniforms in khaki colour to different categories of employees including the laboratory boys. No special case has been made out by the union as to why there should be any deviation. In the interests of uniformity and facility of supply, the existing practice should be allowed to continue.

Demand No. 29.—Whether the complaint of the Union that the granting of acting allowance to Shri J. D. Phulia is an act of favouritism is correct and if so how it should be rectified.

93. The management submitted that Shri Phulia was granted acting allowance in the post of senior clerk as he was looking after the jobs of preparation of pay sheets, statements of different kinds, maintenance of statutory registers and other important work. Shri Phulia has since resigned and left the company's service in August 1968 and hence no direction in this regard is necessary.

94. The management submitted written memoranda on various issues in dispute and also on the general financial position of the company. They stated that they had already incurred additional financial burden as a result of implementation of Joshi Award, their own executive orders of 1966 and 1967 and the terms of settlement dated 2nd October, 1967; that there is not much margin between the cost and sale price of gypsum, that the liabilities of the company are on the increase and that lack of purity of gypsum and problems of exhausting mines have also added to their difficulties. They argued that in view of the settlement dated 2nd October, 1967, all the demands of the Union and the Sangh have been finally settled and no further relief to the workmen was necessary. Even if anomalies are to be rectified, they submitted that the burden may not be imposed which would be beyond the capacity of the industry to bear. I have considered all the arguments of the management and have taken all other relevant factors into consideration in giving my award in respect of different items. Unless otherwise stated the various directions in this award except in respect of payment of arrears shall be implemented within one month from the date from which the award becomes enforceable. With regard to the payment of arrears of wages accruing to the workers as a result of refixation of pay, I direct that unless otherwise indicated, the same should be paid to the concerned workers by the management before 31st December 1969. I give my award accordingly.

PLACE: New Delhi.

(Sd.) O. MAHEEPATHI,

Deputy Chief Labour Commissioner (Central).
and Arbitrator.

Dated September 9, 1969.

[No. 14/25/68-LR.IV.]

New Delhi, the 24th September 1969

S.O. 4018.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, (No. 2) Dhanbad, in the industrial dispute between the employers in relation to the management of Piprahia Mica Mine and Narayana Mica Mine of Messrs Chatturam Horilram (Private) Limited, Post Office Jhumratalaiya, District Hazaribagh (Bihar) and their workmen, which was received by the Central Government on the 16th September, 1969.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL
(NO. 2) AT DHANBAD

PRESENT:

Shri Nandagiri Venkata Rao, Presiding Officer.

REFERENCE NO. 1 OF 1968

In the matter of an industrial dispute under Sec. 10 (1)(d) of the Industrial Disputes Act, 1947.

PARTIES:

Employers in relation to the management of Piprahia Mica Mine and Narayana Mica Mine of Messrs Chatturam Horilram (Private) Limited, Post Office Jhumratalaiya, District Hazaribagh (Bihar).

AND

Their workmen.

APPEARANCES:

On behalf of the employers: None.

On behalf of the workmen: Shri Yashraj Singh, President, Abrak Mazdoor.

Panchayat.

STATE: Bihar.

INDUSTRY: Mica.

Dhanbad, the 5th September 1969

AWARD

The Central Government, being of opinion that an industrial dispute exists between the employers in relation to the management of Piprahia Mica Mine and Narayana Mica Mine of Messrs Chatturam Horilram (Private) Limited, Post Office

Jhumritalaiya, District Hazaribagh (Bihar) and their workmen by its order No. 20/3/67-LRI dated 5th January, 1968 referred to this Tribunal under Section 10(1)(d) of the Industrial Disputes Act, 1947 for adjudication the dispute in respect of the matters specified in the schedule annexed thereto. The schedule is extracted below:

SCHEDULE

"Whether the action of the management of Piprahia Mica Mine and Narayana Mica Mine of Messrs Chatturam Horilram (Private) Limited, Post Office Jhumritalaiya, District Hazaribagh, transferring the services of Shri Sarju Pandey, Darwan, from Piprahia Mica Mine to Narayana Mica Mine and subsequently terminating his services with effect from the 11th December, 1965, is justified? If not, to what relief is the workman entitled?"

2. Workmen have filed their statement of demands. Inspite of service of notice the employers did not file their statement of demands.

3. The case of the workmen is this: Shri Sarju Pandey (hereinafter referred to as the affected workman) was appointed as a darwan by the employers, Messrs Chatturam Horilram (Private) Limited in their Piprahia Mica Mine. While he was thus working in Piprahia Mica Mine, the employers appointed Shri Pyarchand Mudi Ramchandra as a contractor of the above mine in 1965. In the month of December 1965 the above contractor transferred the affected workman to Narayana Mica Mine, which belongs to the contractor personally. The contractor dismissed the affected workman also from the Narayana Mica Mine subsequently. Hence, termination of service of the affected workman by the employers from Piprahia Mica Mine with effect from 11th December, 1965 was not justified. The affected workman, being an illiterate person could not realise implications of his transfer or the authority of the contractor in so transferring him. Inspite of service of notice from this Tribunal for the hearings on 14th April, 1969, 14th June, 1969 and 20th June, 1969 the employers chose to remain absent. They did not even file their statement of demands. Hence the case had to be proceeded with in accordance with Rule 22 of the Industrial Disputes (Central) Rules, 1957. The Tribunal had no opportunity to know the case of the employers. However, from the failure report sent to the Tribunal along with the order of reference it appears that the representative of the employers had admitted before the Assistant Labour Commissioner (C) Hazaribagh that the affected workman was posted as a darwan in Piprahia Mica Mine, that he was on duty till the end of 1965 and that in the month of December, 1965 he was sent to Narayana Mica Mine belonging to Shri Pyarchand Mudi Ramchandra. The case of the employers in short was that the affected workman left his job at Piprahia Mica Mine and joined duty at Narayana Mica Mine. In other words, they denied that the affected workman was transferred from Piprahia Mica Mine to Narayana Mica Mine.

4. In support of their case the workmen have examined the affected workman as WW. 1. It is his evidence that he was working at Piprahia Mica Mine as darwan from 1960, that his appointment was made by the employers, Messrs Chatturam Horilram (Private) Limited, that Shri Pyarchand Mudi Ramchandra was appointed a contractor by the employers in 1965 in Piprahia Mica Mine and that Shri Pyarchand Mudi Ramchandra transferred him to his own mine, Narayana Mica Mine towards the end of 1965. There is no material to rebut the evidence of WW. 1. In view of the evidence of WW. 1 read with the admissions made by the employers before the Assistant Labour Commissioner I am satisfied that the case of the workmen that the affected workman was transferred unauthorisedly by contractor to Narayana Mica Mine, was true. It cannot be believed that the affected workman voluntarily left his job at Piprahia Mica Mine and sought employment at Narayana Mica Mine.

5. I, therefore, hold that the action of the management of Piprahia Mica Mine of Messrs Chatturam Horilram (Private) Limited, Post Office Jhumritalaiya, District Hazaribagh transferring the services of Shri Sarju Pandey, Darwan, from Piprahia Mica Mine to Narayana Mica Mines and terminating his services with effect from the 11th December, 1965 was not justified, and the affected workman is entitled to his back wages and other emoluments from the 11th December, 1965 to the date of his actual reinstatement in his previous post, as though his

services were never interrupted. The award is made accordingly and submitted under Section 15 of the Industrial Disputes Act, 1947.

[No. 20/9/67-LR.IV.]

Sd./- N. VENKATA RAO,
Presiding Officer.

S.O. 4019.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Bombay, in the industrial dispute between the employers in relation to the management of Messrs Sesa Goa (Private) Limited, Altinho, Panjim, Goa, and their workmen, which was received by the Central Government on the 16th September, 1969.

BEFORE THE CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL, BOMBAY
REFERENCE NO. CGIT-37 OF 1967

PARTIES:

Employers in relation to the management of Messrs. Sesa Goa (Private) Ltd., Altinho, Panjim, Goa.

AND

their workers.

PRESENT:

Shri A. T. Kambre, Presiding Officer.

APPEARANCES:

For the employers.—Shri P. R. Bele, Solicitor with Shri A. V. Salgaokar, Personnel Officer.

For the workmen.—Shri Madan Phadnis, Advocate with Shri George Vas, General Secretary, Goa Mining Labour Welfare Union.

STATE: Union Territory of Goa.

INDUSTRY: Iron Ore Mining.

Bombay dated the 26th August 1969

AWARD

The Government of India in the Ministry of Labour, Employment and Rehabilitation, Department of Labour and Employment by their Order No. 24/9/66-LRI dated 22nd November, 1967 have referred to this Tribunal for adjudication an industrial dispute existing between the employer in relation to the management of Messrs. Sesa Goa (Private) Ltd., Altinho, Panjim, Goa and their workmen in respect of the matters specified in the following schedule:

SCHEDULE

- (i) Whether the dismissal of Shri J. B. Y. D Cruz, Heavy Truck Driver, with effect from 29th May, 1962 by the management of Messrs. Sesa Goa Private Limited, Altinho, Panjim, Goa, was justified?
- (ii) If not, to what relief is the workman entitled?"

2. The employers Messrs. Sesa Goa (Private) Ltd., are producers and exporters of iron ore in the territory of Goa having their head office at Panjim, Goa. Shri J.B.K. D'Cruz the workman concerned in this reference was in their employ as a heavy truck driver. The Goa Mining Labour Welfare Union of which the workman Shri D'Cruz was a member has by their statement of claim alleged that the employees illegally and unjustifiably terminated Shri J.B.K. D'Cruz's services with effect from 29th May, 1962. The company did not give even a written order terminating his service. The company was bound to inform the workman concerned the reasons for removal from service. There was no enquiry of any kind. The order of dismissal was vindictive. The company had asked the workman earlier to dissolve the union of which he was the General Secretary and as he had refused to agree to the proposal of the Chief Mining Engineer he was removed from service without any reason.

3. It is alleged by the union that the order of dismissal amounted to victimization and the union had made the demand to the company to consider the question about the illegal removal from service and for his reinstatement but as

they did not take any step the workman had to approach the inspectorate of labour under the then existing laws in Goa Territory and the matter was pending before the Judicial Tribunal at Bicholim. Subsequently the Government of India made the Indian Labour legislation applicable to the territory of Goa, Daman and Diu. The Industrial Disputes Act was introduced from 19th December, 1962. Under the circumstances the union approached the Assistant Labour Commissioner (Central) Vasco da Gama for his intervention and conciliation. The Assistant Labour Commissioner held conciliation proceedings but as there was no settlement he sent a failure report after which the dispute was referred to this Tribunal for adjudication by the order dated 22nd November, 1967 and it was a fit case for reinstatement.

4. The employers by their written statement have denied the claim of the union. They have admitted that D'Cruz was their employ but have contended that he was discharged from service on account of his frequent absence. It has been further contended that the workman was discharged before the Industrial Disputes Act, 1947 was made applicable to Goa, Daman and Diu and the present dispute cannot be brought under the purview of the Industrial Disputes Act and the same should be dismissed.

5. When the matter was kept for hearing at Panjim the General Secretary of the Goa Mining Labour Welfare Union Shri George Vaz intimated to this Tribunal in writing that Shri D'Cruz died on 6th March 1969 and further submitted that the union did not want to press the demand and the reference should be closed. But immediately the next day he submitted an application to keep the order about closing the case pending and requested the Tribunal to take into consideration the circumstances in which the workman Shri D'Cruz met with his death.

6. In this application the union alleged that the workman had suffered all these years and his claim for compensation persists especially as he was killed because of police brutalities and a lathi charge in Digneon on the night of the 5th March 1969 and he died on account of the injuries that he had received. It was further contended that the matter was under investigation and the Government of Goa, Daman and Diu have appointed a District Magistrate and in view of the circumstances the Court should consider as to what should constitute adequate compensation to the wife of the deceased.

7. Notice of this application was issued to the employers who have opposed the application contending that as the workman involved has died the reference does not survive and the same should be dismissed. It was further contended that the Court had no jurisdiction to consider the question about the compensation that should be paid to the wife of the deceased and as the dispute does not survive the application and the reference should be dismissed.

8. The matter was again kept for hearing but the Secretary of the union did not remain present. Shri Madan Phadnis, the learned Advocate on behalf of the union requested for an adjournment which was granted. At the adjourned hearing also the union did not remain present but Shri Madan Phadnis, Advocate on behalf of the union submitted that in view of the death of the workman concerned he did not want to press the demand and the Court should pass necessary orders.

9. Government have made this reference under section 10(1)(d) of the Industrial Disputes Act. The Tribunal is asked to decide the question about the justifiability of the dismissal of the workman. Though the workman dismissed is one Shri J.B.X. D'Cruz it is clear from the order of reference that the workmen in the employ of the management of Messrs. Sesa Goa (Private) Ltd., are parties to the dispute and they are represented by the Goa Mining Labour Welfare Union. As the dispute is between the workman and the employers the death of Shri J.B.X. D'Cruz in my opinion will not legally bring the dispute to an end. However, the union does not want to press the dispute. It has not also led any evidence and it shall have to be held that the management was justified in dismissing the workman Shri J.B.X. D'Cruz and he is not entitled to any relief.

10. I have already observed that when the dispute was first fixed for hearing the General Secretary of the union Shri George Vaz stated that as the workman had died he did not want to press the reference and the matter should be closed. But on the next day he submitted an application to consider the question about the compensation to be paid to the wife of the deceased workman. I remember that at the time when the Tribunal was informed about the death of the workman the learned Advocate on behalf of the management casually informed the Court

that the management has decided to give some *ex gratia* compensation to the wife of the deceased and it appears that the union must have been prompted to file the present application on that account. Now the management has opposed the union's application for compensation to the wife of the deceased. I do not think that this Tribunal has got any jurisdiction to consider the question about compensation to be paid by the company to the wife of the deceased workman. As the union does not press the reference it shall have to be held that the management is justified and the workman is not entitled to any relief. Hence my award accordingly.

No order as to costs.

(Sd.) A. T. ZAMBRE,
Presiding Officer.

[No. 24/9/68-LR.IV.]

New Delhi, the 26th September 1969

S.O. 4020.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Calcutta in the industrial dispute between the employers in relation to the management of Lower Kenda Colliery of Messrs The Khas Kenda Colliery Private Limited, Post Office Kajoragram, District Burdwan and their workmen, which was received by the Central Government on the 12th September, 1969.

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, CALCUTTA

REFERENCE NO. 47 OF 1969

PARTIES:

Employers in relation to the management of Lower Kenda Colliery of Messrs Khas Kenda Colliery Private Limited.

AND

Their workmen.

PRESENT:

Shri B. N. Banerjee, Presiding Officer.

APPEARANCES:

On behalf of Employers.—Shri Debabrata Basu.

On behalf of Workmen.—Shri Robin Chatterjee, Vice-President, Colliery Mazdoor Sabha.

STATE: West Bengal

INDUSTRY: Coal Mines.

AWARD

By Order No. 6/133/68-LRII, dated May 26, 1969, the Government of India, in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), referred the following industrial dispute between the employers in relation to the management of Lower Kenda Colliery of Messrs Khas Kenda Colliery Private Limited and their workmen, to this Tribunal, for adjudication:

“Whether the management of Lower Kenda Colliery of Messrs the Khas Kenda Colliery Private Limited was justified in dismissing Shri Aklu Mahato, Pick Miner with effect from the 25th April, 1968? If not, to what relief he is entitled?”

2. Neither the employer nor the workmen filed their written statements. I find now that a joint petition of compromise has been filed by the employers and the Trade Union of the workmen settling the dispute. In the aforesaid compromise petition, there is a prayer made to the Tribunal for an award in terms of the petition of compromise. I order accordingly. Let the petition of compromise form part of this award.

Sd./- B. N. BANERJEE,
Presiding Officer.

Dated, September 8, 1969.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL, TRIBUNAL CALCUTTA
REFERENCE No. 47 OF 1969

PARTIES:

Employers in relation to the Lower Kenda Colliery.

AND

Their workmen.

Joint Petition of Compromise:

The parties aforesaid most respectively beg to submit as under:—

1. The parties have settled the dispute involved in the present reference by mutual negotiations on terms hereinafter stated.

2. The employers have already re-instated Sri Akloo Mahato in his former service on and from 15th July, 1969.

3. The period of unemployment of Sri Akloo Mahato till the date of his reinstatement on 15th July 1969 will be treated as leave without pay but without any break in his service.

4. The employers have already paid and the workman Sri Akloo Mahato has accepted a sum of Rs. 350.00 (Rupees Three hundred and fifty) as compensation for the period of his unemployment.

5. The parties will bear their own costs of the proceedings.

The parties pray that the Hon'ble Tribunal may be pleased to give its award in the present reference in terms aforesaid or to pass such other order as it may be deemed fit and proper.

(Sd.) Illegible.

Vice-President, Colliery Mazdoor

Sabha, P.O. Raniganj, Dt. Burdwan
representing the workmen.

Manager, Lower Kenda Colliery,
P.O. Kajoragram, Dt. Burdwan

Dated the 22nd August, 1969.

representing the employers.

[No. 6/133/68-LRII.]

S.O. 4021.—Whereas an industrial dispute exists between the employers in relation to the Management of Rajnagar Colliery, Post Office Rajnagar Colliery, District Shahdol (Madhya Pradesh) and their workmen represented by the Mazdoor Union, Post Office Rajnagar Colliery, District Shahdol (Madhya Pradesh);

And whereas the said employers and their workmen have by a written agreement, in pursuance of the provisions of sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), referred the said dispute to the arbitration by the person specified therein, and a copy of the said arbitration agreement has been forwarded to the Central Government;

Now, therefore, in pursuance of the provisions of sub-section (3) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the said arbitration agreement which was received by it on the 3rd September, 1969.

FORM C

(See Rule 7)

Agreement Under Section 10A of the Industrial Disputes Act
1947.

Name of the Parties:—Between the Employers in Relation to Rajnagar Colliery of M/s. Dalchand Bahadur Singh, P.O. Rajnagar Colliery, Distt. Shahdol, (M.P.) and their Workmen.

Representing Employers:—Shri S. R. Basu, Manager Rajnagar Colliery.

Representing Workmen:—Shri Baljnath Singh General Secretary Mazdoor Union, Rajnagar Colliery.

It is hereby agreed between the parties to refer the following dispute to the arbitration of Shri A. S. Gupta, Asst. Labour Commissioner (Central), Bilaspur (M.P.)

(i) Specific matters in dispute:—

- Having regard to the rates of Variable Dearness Allowance prevalent in the market collieries (Private Sector) of Madhya Pradesh, whether the demand of the workmen of Rajnagar Colliery for increase in the rate of Variable Dearness Allowance is justified? If so, to what extent and from which date?
- Whether the management is justified in denying the payment of difference of wages from 16th August 1967 to the date of introduction of new wage rates? If not, to what relief are the workmen entitled?

(ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved.

Employers in relation to Rajnagar Colliery of M/s. Dalchand Bahadur Singh, P.O. Rajnagar Colliery, Dist. Shahdol (M.P.) and their workmen.

(iii) Name of the workman in case he himself is involved in the dispute or the name of the Union, if any, representing the workman or workmen

Mazdoor Union, Rajnagar Colliery, P.O. Rajnagar Colliery Dist. Shahdol, M.P.

(iv) Total number of workmen employed in the undertaking affected:— 830

(v) Estimated number of workmen affected or likely to be affected by the dispute:— 830

We further agree that the decision of the arbitrator shall be binding on us.

The arbitrator shall make his award within a period of 3 months from the date of publication of the Arbitration Agreement or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

Signed at Rajnagar Colliery on the 22nd, day of August, 1969

Signature of the parties

Representing Employer:

(Sd) S. R. BASU,
Manager, Rajnagar Colliery.

Representing Workmen

(Sd.) BAIJNATH SINGH,
General Secretary,
Mazdoor Union, Rajnagar Colliery, M.P.

Witnesses:—

- (Sd.) U. B. CHOWDHURY.
- (Sd.) RAMPALTAN SINGH.

[No. 8/73/69-LRII.]

ORDERS

New Delhi, the 20th September 1969

S.O. 4022.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the Singareni Collieries Company Limited, Post Office Kothagudum Collieries (Andhra Pradesh) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And whereas, the Central Government consider it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby constitutes an Industrial Tribunal with Shri Mohammad Najmuddin, as Presiding Officer with headquarters at Afzal Lodge, Tilak Road, Ramkote, Hyderabad-1, and refers the said dispute for adjudication to the said Industrial Tribunal.

SCHEDULE

“Whether the management of Singareni Collieries Company Limited, Post Office Kothagudum Collieries, Khammam District (Andhra Pradesh)

was justified in denying the promotion to Shri J. Rangarao to Category IX of L.A.T. Award (Colliery disputes) on the plea of pit seniority? If not, to what relief is the workman entitled?"

[No. 7/31/68-LR-II.]

New Delhi, the 24th September 1969

S.O. 4023.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of Bhanora Colliery of Messrs Equitable Coal Company Limited, Post Office Dishergarh, District Burdwan and their workmen in respect of the matters specified in Schedule hereto annexed;

And whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Central Government Industrial Tribunal, Calcutta, constituted under section 7A of the said Act.

SCHEDULE

"Keeping in view the fact that the majority of surface trammers employed at Bhanora Colliery of Messrs Equitable Coal Company Limited, Post Office Dishergarh, District Burdwan are paid on piece-rate basis, whether the management of the said colliery is justified in paying the following surface trammers on time-rate basis? If not, to what relief are these time-rated trammers entitled?

1. Kista Bouri.
2. Huro Mahato.
3. B. Sanichar Bhuiya.
4. Nankoo.
5. Sudama.
6. Huro Singh.
7. Lakhan Paswan.
8. B. Bhagirath Basad.
9. Ramprosad.
10. Triloki Das.
11. Sukdeo Thakur.
12. Satish Thakur.
13. Jado Thakur.
14. Rambilash.
15. Rambrich."

[No. 6/43/69-LRII.]

S.O. 4024.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of Ningha Colliery of Messrs Lodna Colliery Company (1920) Limited, Post Office Kalipahari, District Burdwan and their workmen in respect of the matters specified in the Schedule hereto annexed;

And whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute for adjudication to the Central Government Industrial Tribunal, Calcutta, constituted under section 7A of the said Act.

SCHEDULE

"Keeping in view the duties performed by Sarvashri Ambika Saw and Satan Dusad, Tub Repairing Mazdoors employed at Ningha Colliery of Messrs Lodna Colliery Company (1920) Limited, Post Office Kalipahari, District Burdwan, whether the demand of these workmen for designating them as hammerman and placing them in the appropriate category according to the recommendations of the Central Wage Board for Coal Mining Industry is justified? If so, from what date, are they entitled to this relief?"

[No. 6/61/69-LRII.]

New Delhi, the 25th September 1969

S.O. 4025.—Whereas the employers in relation to the management of Sagmania Limestone Mines of Satna Cement Works Satna and their workmen represented by Satna Cement Quarry Kamgar Union, Satna (Madhya Pradesh), have jointly applied to the Central Government under sub-section (2) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947) for reference of an Industrial dispute that exists between them to an Industrial Tribunal in respect of the matters set forth in the said application and reproduced in the Schedule hereto annexed;

And, whereas the Central Government is satisfied that the persons applying represent the majority of each party;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal, Jabalpur, constituted under section 7A of the said Act.

SCHEDULE

Whether the dismissal of Shri Ram Nath, Compressor Helper of Sagmania Limestone Mines is legal and justified? If not, to what relief is he entitled?

[No. 36(10)/69-LRIV.]

P. C. MISRA, Under Secy.

(Department of Labour and Employment)

New Delhi, the 25th September 1969

S.O. 4026.—Whereas certain draft schemes further to amend the Cochin Dock Workers (Regulation of Employment) Scheme, 1959, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2520 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2396, dated the 9th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Cochin Dock Workers (Regulation of Employment) Scheme, 1959, namely:—

Amendment Scheme

1. This Scheme may be called the Cochin Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Cochin Dock Workers (Regulation of Employment) Scheme, 1959, in clause 6, in the first proviso, for the words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-1.]

S.O. 4027.—Whereas certain draft schemes further to amend the Bombay Dock Workers (Regulation of Employment) Scheme, 1956, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2521 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2400, dated the 10th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Bombay Dock Workers (Regulation of Employment) Scheme, 1956, namely:—

Amendment Scheme

1. This Scheme may be called the Bombay Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Bombay Dock Workers (Regulation of Employment Scheme, 1956, in clause 6, in the first proviso, for words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-2.]

S.O. 4028.—Whereas certain draft schemes further to amend the Madras Dock Workers (Regulation of Employment) Scheme, 1956, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2522 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2401, dated the 10th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas, the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Madras Dock Workers (Regulation of Employment) Scheme, 1956, namely:—

Amendment Scheme

1. This Scheme may be called the Madras Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Madras Dock Workers (Regulation of Employment) Scheme, 1956, in clause 6, in the first proviso, for words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-3.]

S.O. 4029.—Whereas certain draft schemes further to amend the Mormugao Dock Workers (Regulation of Employment) Scheme, 1965, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2520-2521 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2397, dated the 9th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas the said Gazette was made available to the public on the 21st June, 1969;

And whereas, the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Mormugao Dock Workers (Regulation of Employment) Scheme, 1965, namely:—

Amendment Scheme

1. This Scheme may be called the Mormugao Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Mormugao Dock Workers (Regulation of Employment) Scheme, 1965, in clause 6, in the first proviso, for the words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-4.]

S.O. 4030.—Whereas certain draft schemes further to amend the Visakhapatnam Dock Workers (Regulation of Employment) Scheme, 1959, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2520 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2395, dated the 9th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas, the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following rules further to amend the Visakhapatnam Dock Workers (Regulation of Employment) Scheme, 1959, namely:—

Amendment Scheme

1. This Scheme may be called the Visakhapatnam Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Visakhapatnam Dock Workers (Regulation of Employment) Scheme, 1959, in clause 6, in the first proviso, for the words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-5.]

S.O. 4031.—Whereas certain draft schemes further to amend the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2521 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 2398, dated the 9th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956, namely:—

Amendment Scheme

1. This Scheme may be called the Calcutta Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956, in clause 6, in the first proviso, for the words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-6.]

S.O. 4032.—Whereas certain draft schemes further to amend the Kandla Dock Workers (Regulation of Employment) Scheme, 1969, were published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), at page 2521 of the Gazette of India—Part II, Section 3, Sub-section (ii), dated the 21st June, 1969, under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department

of Labour and Employment), No. S.O. 2399, dated the 9th June, 1969, inviting objections and suggestions from all persons likely to be affected thereby, till the 10th July, 1969;

And whereas the said Gazette was made available to the public on the 21st June, 1969;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4, the Central Government hereby makes the following scheme further to amend the Kandla Dock Workers (Regulation of Employment) Scheme, 1969, namely:—

Amendment Scheme

1. This Scheme may be called the Kandla Dock Workers (Regulation of Employment) First Amendment Scheme, 1969.

2. In the Kandla Dock Workers (Regulation of Employment) Scheme, 1969, in clause 6, in the first proviso, for the words "rupees eight hundred and above" the words "rupees one thousand and above" shall be substituted.

[No. 63/14/69-Fac.II-7.]

New Delhi, the 27th September 1969

S.O. 4033.—In exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), the Central Government hereby makes the following further amendment in the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956, the same having been previously published as required by the said sub-section, namely :—

1. This Scheme may be called the Calcutta Dock Workers (Regulation of Employment) Amendment Scheme, 1969.

2. In clause 7 of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956 (hereinafter referred to as the said Scheme), in item (k) of sub-clause (1), the words "in the reserve pool" shall be omitted.

3. In Clause 19 of the said Scheme,—

(i) in sub-clause (5), for the words "Provident Fund or", the word "and" shall be substituted;

(ii) in sub-clause (6):—

(a) after the words "all benefits", the words "other than Provident Fund" shall be inserted;

(b) the words "Provident Fund or Gratuity" shall be omitted.

4. In Sub-clause (5) of clause 38 of the said Scheme, after item (ii), the following item shall be inserted, namely :—

"(iii) A registered employer shall pay to the Board the monthly Provident Fund subscriptions recovered from the wages of the workers and the contribution by the Registered Employers thereon, repayment of Provident Fund loan and interest on Provident Fund loan within 15 days from the date of each recovery. The cost of maintaining the Provident Fund accounts of the monthly workers shall be defrayed by payments to the Board made by the Registered Employers in the manner and on the basis as might be fixed by the Board from time to time".

In Clause 52 of the said Scheme, in sub-clause (6), after the words, brackets and figures "under sub-clause (1), the words, brackets and figures "under Clause 38(5) (iii)" shall be inserted.

6. In sub-clause (1) of clause 53 of the said Scheme,—

(i) for the words "in respect of the workers in the reserve pool and, the registered employers in respect of their monthly workers", the words "in respect of the registered workers" shall be substituted;

(ii) the proviso shall be omitted.

[No. 53/17/67-Fac.II.]

C. RAMDAS. Dy. Secy

(Department of Labour and Employment)

[Office of the Chief Labour Commissioner (Central).]

ORDER

New Delhi, the 23rd September 1969

S.O. 4034.—Whereas an application has been made under Section 19(b) of the Payment of Bonus Act, 1965 by M/s. Jhagrakhand Collieries (P) Limited, in relation to their establishments mentioned in the Schedule below for extension of the period for the payment of bonus to their employees for the accounting year ending on 31st December, 1968.

And whereas being satisfied that there are sufficient reasons to extend the time I have, in exercise of the powers conferred on me by the proviso to clause (b) of Section 19 of the said Act read with the notification of the Government of India in the Ministry of Labour and Employment No. WB-20(42)/65 dated the 28th August, 1965, passed orders on.....extending the period for payment of the said bonus by the said employer by one month from the last date for payment of bonus under clause (b) of Section 19 of the Act.

Now this is published for information of the employer and all the employees of the said establishment.

THE SCHEDULE

Name and address of the employer	Establishments.
The Agent and Mining Engineer, P. O. Jhagrakhand Colliery, Distt. Sur- guja (M. P.).	North, South and West Jhagrakhand Collieries.

[No. BA. 5(11)/69-LSI.]

O. VENKATACHALAM,
Chief Labour Commissioner (Central).

(Department of Rehabilitation)

[Office of the Chief Settlement Commissioner)

New Delhi, the 22nd September 1969

S.O. 4035.—In exercise of the powers conferred by Sub-Section (1) of Section 3 of the Displaced Persons (Compensation and Rehabilitation) Act, 1954 (44 of 1954), the Central Government hereby appoints Shri S. N. Bahl, Assistant Settlement Commissioner as Settlement Commissioner for the purpose of performing the functions assigned to such officers by or under the said Act.

[No. 5(4)AGZ/66.]

S.O. 4036.—In exercise of the powers conferred by Sub-Section (1) of Section 6 of the Administration of Evacuee Property Act, 1950 (XXXI of 1950), the Central Government hereby appoints for the States of Punjab & Haryana, Shri S. N. Bahl, Assistant Settlement Commissioner as Custodian for the purpose of discharging the duties imposed on Custodians by or under the said Act.

[No. 5/4/AGZ/66.]

A. G. VASWANI,
Settlement Commissioner (A)
& Ex-Officio Under Secretary

(Department of Rehabilitation)
(Office of the Chief Settlement Commissioner)

New Delhi, the 4th October 1969

S.O. 4037.—In exercise of the powers conferred by Sub-Section 1 of Section 34 of the Displaced Persons (Compensation & Rehabilitation) Act, 1954 (44 of 1954) the Central Government hereby directs that the powers exercisable by it under Section 28 of the said Act shall be exercisable also by Shri Rajni Kant, Deputy Chief Settlement Commissioner, subject to the condition that he shall not exercise any of such powers in relation to any matter in which an order has been made by him as Authorised Chief Settlement Commissioner.

[No. 5/(8)/AGZ/65.]

H. K. TANDON, Jt. Secy.

